

Local Government SERVICE



AUGUST 1938

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N.A.L.G.O.'s OPPORTUNITY

AT its meeting last month the National Executive Council took an important step to implement the hope expressed in these columns, that next year's Conference might be given "a vision, a drive, and a direction that will project N.A.L.G.O. along yet more fruitful avenues of service to its members, and endow it with a voice of higher authority in the national councils." The Council approved the decisions of various committees to give immediate consideration to the agenda for Torquay, to discuss what motions could be put on it and what changes made in it, to secure fuller debate than has been possible in the past of the outstanding problems of local administration today.

This decision, vague as it may now appear, may well mark the beginning of a new era in the Association's history, the first tentative step into wider realms of enterprise and achievement. In the past N.A.L.G.O. has devoted itself primarily to building up a great and efficient organisation, to securing for its members more adequate conditions of life and work, and to assisting them to equip themselves more effectively for the careers of public service they have chosen. The first part of that task it has largely fulfilled—how well only those who remember the early days of struggle and difficulty can fully appreciate. No one today can deny to the Association either greatness or efficiency. It has been a romantic, and, in retrospect, an astonishingly swift development. Thirty years ago 13,500 members and an annual income of a few hundreds a year; today 102,000 members—nearly 90 per cent of the local government officers in the country—and a net subscription income of nearly £60,000. We can now, in the words of last year's President, fairly reckon ourselves amongst the "big fellows."

But mere size is no ground for complacency. Our second task is yet far from completion. It cannot be completed until every entrant into the local government Service is assured of a career fairly related to his mental and physical capacities, and of conditions and prospects commensurate with the importance of the part he plays in the national life. For many men and women in our ranks today that assurance is still lacking.

Yet now, with its primary task still so far from conclusion, the more ambitious and constructive minds among the Association's members are proposing to give it yet another task. They are suggesting that it should formulate views on administrative problems of national rather than of domestic interest, that it should utilise Conference and other platforms to express those views, and that it should seek deliberately to play a prominent part in the moulding of public opinion.

Of N.A.L.G.O.'s right and ability to play that part there can, at this date, be no question. Its membership includes some of the best brains now engaged in local administration. It contains vast and, hitherto, largely untapped resources of knowledge, of experience, and of constructive influence. The only question that can now concern us is whether the time is appropriate to call upon those resources for the task we have in mind, to divert them to some extent, from "bread and butter" politics into wider problems of national policy. Will such a diversion not involve a weakening of the Association's main purpose, a dissipation of effort that should be concentrated on the more urgent business of raising economic standards?

In our view there can be only one answer to that question. We believe that the expansion of interest and effort now envisaged is not only desirable, but

essential if the Association is adequately to perform even its primary trade union function. We believe that only by seeking public recognition for the contribution N.A.L.G.O. can make to the science and progress of administration can we secure parallel recognition for our claims to adequate conditions of service.

Responsibility rather than power has always been the philosophy of the builders of N.A.L.G.O. They have sought to achieve success, not by the crude display of force, but by the diplomacy of statesmanship, presenting a case based on reason and the confident assurance of right. An extension of the Association's activity into fields of public discussion will, we believe, involve no dissipation of effort. On the contrary, by increasing the weight of that responsibility we have always sought to attain, it will materially strengthen our claim to

consideration of the "bread-and-butter" aspects policy.

More than that, we consider that to-day it N.A.L.G.O.'s duty, as well as N.A.L.G.O.'s right, make this contribution to administrative science a technique. We are all accustomed to pay lip-service to local government as a "bulwark of democracy" the basis of that system of government we have developed as peculiarly our own. But to-day lip-service is not enough. Democracy is on trial in the world, its philosophy is being challenged, its efficiency questioned, it is to survive it must meet that challenge. Hard thought, hard work, is demanded of its adherents. N.A.L.G.O. can help to provide that thought and work. A great opportunity lies before the Association if it has the strength and the vision to seize it.

Things to Come

MENACE OF A FALLING BIRTH-RATE

by "PESSIMIST"

ON numerous occasions recently, eminent economists have drawn attention to the fact that the population of England is declining. It has been pointed out that, if the *present* rate of reproduction continues, the population in England in 100 years time will be only 20 millions, or about half what it is to-day. But fertility and mortality have fallen considerably during the last decade, and Dr. Enid Charles, of the University of London, has estimated that if this decline continues the population will be reduced to four millions—or one-tenth of our present population—by 2038. Whilst this is conjecture, it will, if it becomes fact, have a serious effect on local government. It is, therefore, a question which merits the serious thought of all engaged in public administration.

The gross expenditure of local authorities (excluding trading services) increased from £35 millions in 1884-5 to £340 millions in 1934-5; during this period the loans outstanding for all purposes increased from £173 millions to £1,421 millions (including £835 millions for rate fund services). It is, of course, true that money values and standards have changed considerably in the last 50 years, but this accounts for only a small portion of the increased cost. The increase is principally accounted for by the new and improved services administered by local authorities. These social services are increasing in volume year by year, and there does not appear to be any sign of abatement in Government legislation imposing additional duties and burdens on local authorities. It is at this time of expansion that local authorities should have in mind the likelihood that these very social services which are being established and extended may, in 50 or 100 years time, be far in excess of the requirements of the then existing population. In addition, the cost will have to be met by a reduced number of ratepayers.

The average rate per head of population in 1884-5 was 19s. 1d. In 1937-8 it was £4 6s. 3d. Apart from any new services that may be imposed by Parliament, expenditure on education, highways, and housing has by no means reached its peak, and we can therefore

look for a considerable increase on this figure before the extension of these services is complete. If there is a heavy drop in population, the rates per head will reach an alarming figure, and the ratepayers' burden will be heavy, since only a small portion of the expenditure can be adjusted to meet the demands of a reduced population.

The rate expenditure of local authorities is mainly attributable to education, highways, public health, poor relief, housing and police, and it is interesting to consider some of the possible effects of a reduction in population on these services.

Education.—Of all the services administered by local authorities this shows the largest increase—from 2s. 11d. in 1884-5 to 38s. in 1934-5. It is suggested that on this service particularly, considerable thought should be given to the possibility of a considerable reduction in our present population. The effect of this reduction has of recent years been felt in the drop in average school attendance experienced by most local authorities, with a consequent loss in grant and increased rate burden. The likelihood of this being continued is confirmed by the Government Actuary, who has estimated that the total number of children aged five and over will fall by one million, or about 20 per cent, in the next fifteen years. The service is still being extended, and numerous new schools erected for a peak population. If, therefore, the present tendencies of social habit continue, local authorities in 50 years are likely to be saddled with schools far too big and numerous for their requirements.

Highways.—Here again expenditure has increased considerably of recent years, consequent upon improved methods of transport, and approved and proposed programmes of road improvements will result in high expenditure on this service for many years to come. There is not the least doubt that means of transport will continue to improve, and the higher speeds attainable by motor vehicles will make the improvement of highways a greater necessity. Will a reduction in population have the effect of reducing traffic, or will

this be counteracted by the motor-car becoming a mode of transport within the means of a larger proportion of the population? In any case, there does not seem much likelihood of any relief in the total rate charge for this service, a large proportion of which is in the form of loan charges. Perhaps 100 years hence the aeroplane will be the popular means of transport between large towns. Will this have any effect on highways expenditure, or will the control of airways be an additional service to be administered by local authorities?

Public Health.—Mortality figures have shown a marked improvement of recent years and will help to check the threatened decline. Certain of these services are capable of adjustment, but unless hospitals are made to deal with larger areas, the danger of surplus provision is evident.

Poor Relief.—It has been estimated that the percentage of population between 15 and 59 (of employable age) will drop from 64 per cent to 60 per cent, and if fertility and mortality fall as in the last decade, it will be only 39 per cent in 100 years time. This should have the effect of reducing the cost of this service, in addition to which there should be more positions available for the prospective unemployed.

Housing.—This is entirely a post-war service, and is still extending considerably. Local authorities are providing houses for a peak population, and their activities under slum clearance have the effect of transferring the ownership of houses from private individuals to themselves. They will, therefore, be by far the largest owners of house property, and any reduction in population will mean a consequent reduction in demand for houses. Are local authorities providing too many houses, houses which will be empty in 50 years time? Families will also get smaller. Will, therefore, many of the houses at present being erected be too large for the future population, or will standards of housing accommodation laid down by recent Housing Acts be improved to counteract this possibility?

Police.—Will the combination of a smaller population and improved intelligence consequent on improved facilities for education result in a modern Utopia? This service, anyhow, is capable of adjustment.

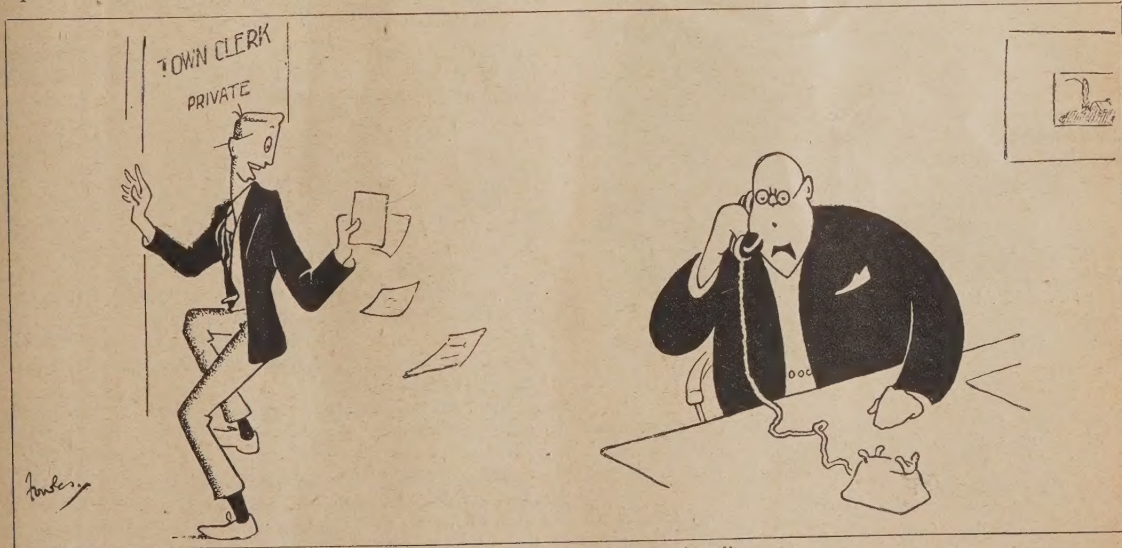
Trading Services.—All trading services, of necessity, provide for a peak population. A reduction in population by half would result in the undertakings carrying a good deal of dead capital, and a considerable increase in charges to the consumer.

It is, no doubt, in the field of capital expenditure that most thought is required, since the provision of the permanent services is largely met out of borrowed money. It must not be forgotten, as it often is, that capital expenditure incurred to-day results, apart from costs of maintenance, etc., which in one degree or another are interminable, in a standing charge for interest and sinking fund each year for periods up to 60 and 80 years. It is, therefore, likely that the cost of projects established to-day may have, before the loans have been paid off, to be met by a considerably reduced population.

If the probability envisaged by eminent economists becomes an established fact, and if there is no corresponding increase in the income of the population, the position might be very serious. It behoves local authorities, so far as is possible, to adopt the method of paying capital expenditure out of revenue, or, alternatively, accelerating loan repayments. The trend for wider areas of administration in certain services is a move in the right direction, since large areas can more adequately withstand the effects of a reduced population.

Local authorities, when providing services for a peak population, should definitely keep this question in mind, and so frame their schemes that, if a reduced population makes it necessary, adjustments can easily be made to reduce the cost of the service, and so counteract the otherwise resultant increase in rate burden.

Will nature adjust matters? One wonders! Perhaps steps for the adjustment will be one of the new services to be placed upon local authorities in the future.



"Hallo, Darling—Popsie Speaking"

KINGSTON'S FORTNIGHT OF CIVIC FESTIVAL

by F. D. HARVEY, Hon. Secretary, Kingston-on-Thames Branch,
and C. F. TRASK, Hon. Assistant Secretary, Festival Committee

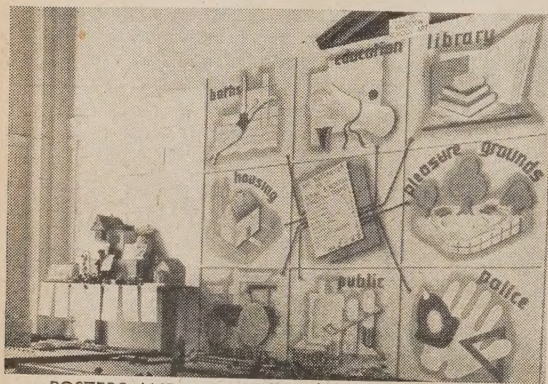
THE value of the civic Festival and exhibition in stimulating popular interest in the work of a local authority was strikingly demonstrated at Kingston-on-Thames from June 15 to 25.

The idea of the Festival was first put forward by the Mayor, Councillor A. George Knowlden, J.P., on the ground that it would develop municipal consciousness and greater civic pride among the citizens of the Royal Borough. His appeal for assistance in an effort to present the modern features of a famous town, to link up Kingston's historic past with present and future planning, and to project the town's many civic services and its business enterprise, met with a whole-hearted response from the chief officers, members of the Corporation staff, and leading townspeople.

The heavy preparatory work was undertaken by a committee representative of the Corporation and varied local interests. The Town Clerk, Mr. A. W. Forsdike, undertook the duties of hon. secretary and organiser of the Festival.

One of the principal features of the comprehensive programme was a municipal exhibition, staged at the Guildhall. This illustrated, by means of pictures, plans, working engineering models, and models of towns, schools, and buildings, the varied services of a local authority. It was organised by the various departments of the Corporation in collaboration with the Festival Committee and under the general supervision of the Town Clerk. The exhibits included:

Ancient charters and records of the Borough, together with the Corporation Regalia and plate;



POSTERS AND MODELS showing the cost of various public services

Mural decorative panels, illustrating the cost of the various public services, together with a tableau "The Reason for Rates";

Maps and plans illustrating town development and planning, ranging from ancient times to the present day, with models depicting modern and futuristic garden city layout;

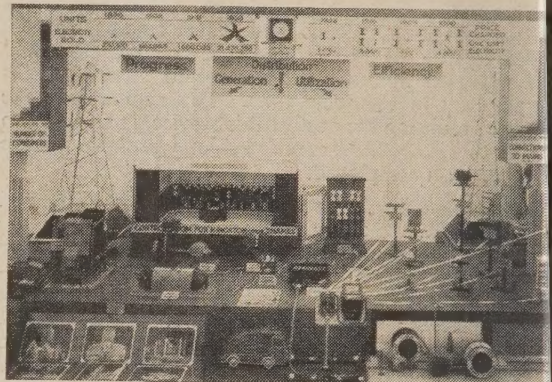
Models and posters demonstrating maternity and child welfare services, infant and family feeding, the prevention and cure of disease, and safety in the home;

Models and demonstrations of a milk pasteurisation plant, sanitary fittings, rat destruction, disinfection apparatus, and other sanitary work;

Models illustrating the technical operations of the Electricity Department from the receipt of coal from barges to the delivery of current to the consumer;

Displays of books, posters, and natural history subjects from the Corporation library and museum, together with a special exhibition of Kingston antiquities;

Illustrations contrasting conditions in the schools of the past and of today, with examples of pupils' work.



FROM COAL TO CONSUMER—illustrations of processes in the electrical supply

in local elementary, secondary, and technical schools and charts illustrating education administration;

A working model of the process of sewage purification at the Kingston-upon-Thames works;

A display of A.R.P. work, including protective clothing and different types of respirators;

In addition, talks were given under the auspices of the departmental chiefs concerned on the health services, town planning, and air raids precautions.

The exhibition was an unqualified success and was visited daily by large numbers of ratepayers and visitors, all of whom showed great interest in the exhibits. Members of each department were present to answer inquiries. A special feature was the attendance of organised parties of school children, who showed a keen desire for knowledge and asked many questions.

By invitation of the Mayor, a conference, organised by the South Eastern centre of the Sanitary Inspectors' Association was held at the Guildhall on June 23. The public was invited to the afternoon session, at which the Chief Sanitary Inspector read a paper on "Food and Drugs legislation."

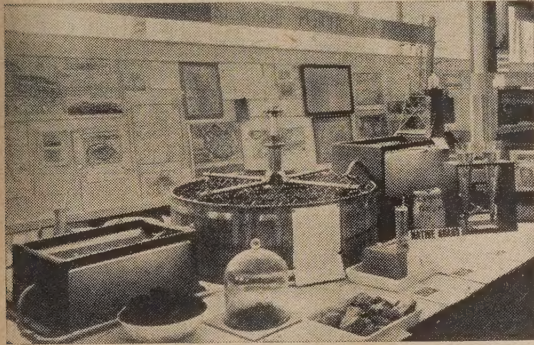
The Festival was inaugurated on June 15 by the opening of the exhibition by the Mayor. The same evening the Minister of Health visited the Borough and, after making a private tour of the exhibition, attended a Festival of Youth held on one of the Borough's recreation grounds. All the senior officers of the Corporation were presented to the Minister at the exhibition. At the Festival of Youth, the Borough Surveyor, Mr. G. L. Paling, and the

Sewage Works Manager, Mr. P. G. Lloyd, president of the local branch of N.A.L.G.O., were presented.

In the second week of the Festival the town was visited by the Duke and Duchess of Kent. The Duke congratulated the Mayor and others responsible on the excellence of the festival. The Town Clerk, the Borough Surveyor, and the Hon. Assistant Secretary, Mr. C. F. Trask, Town Clerk's department, were among those presented.

Visits to works, factories and Corporation undertakings also formed part of the Festival and many business organisations co-operated by opening their premises to public inspection. "Open days" were held at the schools, and children were asked to write essays on "My Town" and "Civic Consciousness."

Other features of the fortnight included Territorial and Air Force displays, boxing, band concerts, an old English market, a town's festival ball, an aquatic display, a united religious service, a celebrity concert, a bowls tournament, and an "At Home" by the Mayor and Mayoress, to which representatives of the Corporation staffs were invited. Certain streets were decorated in



SEWAGE PURIFICATION—a working model of the Kingston-on-Thames plant

the town's colours of blue and silver, decorative pylons and banners were erected at boundary points. Public buildings were floodlit, and public gardens illuminated.

The Festival concluded with a town's dinner to the mayor, at which Lord Marchwood presided. This was attended by 250 representatives of the municipal, commercial and other interests of the Borough, including the President and Hon. Secretary of the local branch of N.A.L.G.O.

It can definitely be said that the festival was an unqualified success, and that it—and especially the exhibition—undoubtedly realised the Mayor's ambition of stimulating civic consciousness.

An excellent brochure was prepared for sale, containing 12 coloured prints, and information about the town and its surroundings. Copies may be had on application to the Town Clerk, Guildhall, Kingston-on-Thames.

The cost of the Festival was met entirely by subscriptions from the professional and business houses in the town—including the local branch of N.A.L.G.O.—and there will be a surplus for distribution to local charities.

HEREFORD'S CIVIC WEEK

By A. J. D. LANGFORD,

Public Relations Correspondent, Hereford

HEREFOED'S Civic Week, held at the end of May, was a direct result of the enterprise of the Hereford City branch of N.A.L.G.O. Last Autumn the branch suggested to the City Council that it should consider the promotion of such a week, in which the Corporation's undertakings would be opened for inspection by ratepayers and a small municipal exhibition be held, to allow the public to see, if not to appreciate, how the money they contributed in rates was spent. The branch offered its co-operation.

The Council received the suggestion with pleasure, and set up a special committee to consider details. The Branch was invited to send two representatives to this committee. The co-operation of the Chamber of Commerce was secured, and the combined Civic and Shopping Week was opened by the mayor on May 28.

At the exhibition, held in the Town Hall, the various departments of the Corporation showed how the services had progressed during the past twenty-five years.

The weights and measures department showed old and modern weighing machines, fraudulent weights and measures, which had been confiscated, and working standards. The Health Department sought, by leaflets, to impress upon the public the desirability of using their local health services. The growth of those services was stressed and much information was circulated.

The Gas Department showed the earliest gas apparatus side by side with modern examples, together with such by-products of gas manufacture as perfume, antiseptics, and fuel oil. Cooking demonstrations attracted many.

The Town Clerk exhibited the City's wonderful plate and regalia, the ancient Charters—the first, of Richard I, dating from 1189—and Minute Books of 1540, 1838, and the present day.

The Education Department displayed work done by the school-children, but appeared to lack imagination,



AN UNUSUAL SCENE in Hereford Town Hall, which housed the Exhibition during civic week

in that nothing was done to tell the visitor of the work of the schools in training children for the future.

Several thousand people visited the Corporation undertakings, where they were conducted round by well-informed guides.

There is no doubt that the week was a distinct success and well worth the efforts put into it by members.

CALLING ALL WOMEN

"A want of organisation of women workers is a world-wide phenomenon. The cause of the abstention does not seem to be hostility to trade unions, but low wages and adolescent amateurism. When women's wages rose during the War and marriage seemed less certain, they flocked into the Unions: since then they have lapsed into their old indifference to industrial organisation."

—H. G. Wells: "The Work, Wealth and Happiness of Mankind."

THIS month LOCAL GOVERNMENT SERVICE makes one more stride forward in devoting a space solely to women's interests. This has been a long-felt need and the reorganisation of the Journal has made it possible to provide it.

Within the last 50 years women have made extraordinary progress. Today they enter many professions hitherto the prerogative of men alone—medicine, law, engineering—and they are not on the whole showing themselves inferior to their brothers. On the contrary, their efficiency in public administration is endorsed by no less a person than Earl Baldwin: "I believe that women in the Civil Service have worked to the complete satisfaction of everybody who had anything to do with them. I should like to pay my personal tribute to the industry, capacity, ability, and loyalty of the women I have come across in Civil Service positions." And there is no reason to doubt that women in the Civil Service differ greatly from those in the Local Government Service. As scientists, explorers, journalists, authors, artists, and musicians, women compete with men on merit alone.

The average woman, however, does not work on her own initiative but under directions, types letters but does not dictate them, serves customers but has no say in the direction of the business, and she has been accustomed from the day she enters employment to accept these inferior positions with inferior salaries without demur.



WELFARE CENTRE at South Islington, where mothers may receive free advice on the care of their children from women health officers.



PSYCHOLOGICAL TESTS conducted by woman operators to discover children's natural tendencies by means of their reactions to various toys.

As a result of this training, it is common to find women doing equal work with men accepting without question 50 or 60 per cent of their wages. Surely this is a practice which cannot benefit either sex. Women are frequently accused of causing masculine unemployment, and it is possible that to some small extent their entry into industry has caused the dismissal of men. This fact, however, is constantly exaggerated.

Local government service provides many varied careers for women and of the type in which they naturally excel. In the public health service, that backbone of the well-being of any country, women assume an important role.

Here they are found as nurses, doctors, midwives, masseuses, health visitors and psychologists. Their ready understanding and keen sympathy make them ideally suited to those positions where social contacts play so large a part. It is a characteristic of feminine nature that a woman cannot lose herself in a cause for which she lacks heart. The altruistic complex of her mind finds its vent in constructive social work, professional or voluntary. Her maternal instinct finds its natural outlet in caring for children and tending the sick.

In education, too, women are proving themselves excellent teachers and employment officers, but so far they have not competed with men for the higher administrative posts, directors of education for example. A recent letter in "Readers' Forum," from "Nona,"

of Sheffield, pointed out the opportunity afforded women in housing.

Yet in spite of the splendid work which is everywhere being achieved by women, when we come to consider them from the point of view of trade unionists they are sadly lacking in organisation sense. There is no strong feminine voice heard in N.A.L.G.O. to-day. Two or three have striven to make themselves heard in the Readers' Forum. Even on the National Executive Council two women only represent the whole of England, Wales, and Scotland, as compared with over fifty men.

Now that local government must assert itself, and the fight for improvement in service conditions is still far from won, is not the moment for the woman member to stand aloof. If men's conditions degenerate her own will sink even deeper. It is essential therefore, that N.A.L.G.O., to make itself heard above the clamour of ill-founded criticism should have 100 per cent backing. It must possess a strong voice and present a united front to the difficulties which beset it. Only by every member, man and woman, using the organisation to the utmost can we hope to win the battle.

How then can women help themselves and their masculine colleagues most effectively? In the first place by joining the Association if they are not already members and persuading others to join. In the case of the recent improvement in nurses' working hours

and salaries in South Shields it was emphasised that success was facilitated by the fact that every nurse was a member of N.A.L.G.O.

In the second place, they must display an equal enthusiasm with men. They must join branch committees. They must train themselves to think actively and constructively, to make speeches, to criticise, to determine what is vital and what is unimportant. Thirdly, they must assist in making the public realise the debt they owe to local government. Only through the breaking down of those vast enemies, indifference and ignorance, can the status of both men and women officers be raised. And men can help them—they can invite women to their meetings, encourage latent enthusiasm and listen to their points of view.

Every day over a thousand letters pour into N.A.L.G.O.'s headquarters. Few of them are from women. If you are doing any outstanding work let us hear about it. Perhaps your authority is making some experiment in nursing or education that has never been made before. Tell us about it. Write and say what you think about your work, why it interests you, or vice versa, the scope and opportunities it affords, the hours of service and approximate scales of salaries. In industry statistics of women's work are rare; in local government they are practically non-existent. Only you can supply those facts. Will you help us to help you?





Theory and Practice

A health visitor, fresh from her college, brimming over with the theories of social science, Ministry's standards on nourishment and child welfare, called at a house and found the mother feeding her baby on tinned milk. The health visitor put a few preliminary questions before leading up to advice she felt it was her duty to tender. "The mother just said 'umh,'" and when our local government expert had finished, the mother went into the next room and brought forward two children about 4 and 5 years of age, and said: "What do you think of these?" The health visitor said: "Well, they look healthy enough." "Yes," said the mother, "they were brought up on tinned milk, and so were all my sixteen children, some of whom are doing as good a day's work as anybody else's!"

Mr. L. Hill, in a paper on *Problems of Training for the Public Service*, read at the Summer Conference of the Institute of Public Administration.

Question of the Month

Foreman of Coroner's jury at Old Windsor: "Are we to assume that the corpse is dead?"

The Population Question Again

Councillor (discussing the Medical Officer of Health's Statistical Report): "If this goes on, Mr. Mayor, we shall soon be extinct in this Borough—and the males will be extinct sooner than the females."

Unexpected Visitors

Lost—Four black pigs, eight weeks old, between Staunton stockyard and Fairfield. Kindly advise if they have, or are visiting your home. C. H. Crafton.—*Adv. in Staunton (Va.) Leader.*

The Virtue of Being Explicit

Note left by one of Gas Light & Coke Co.'s Acton customers:

*If Gas Co. call with geyser
Key under small stone left of the
front door. Please put it back
again for my daughter's use at lunch-
time.*

*Also kindly see little yellow cat is not
let out.*

*The old black cat must stay in, as she
has 3 kittens upstairs.*

*The black and white cat may go in or
out as she desires.*

Must apologise for number of cats.

Tall Story

A Town Councillor lost his notes for a speech and eventually the slip of paper was discovered at a chemist's, where it had been left by mistake. In the meantime, the chemist had made it up as an eyewitness.

The Humorist.

AT RANDOM

By "HYPERION"

Prepare to live but for heaven's sake do not forget to live. You will never have a better chance than you have at present. Hopes are never realised, for in the act of realisation they become something else.

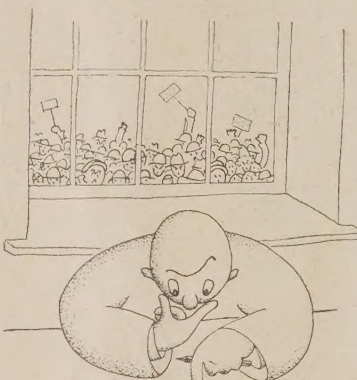
Arnold Bennett.

The Treasurer

*The population has one grudge,
"He doesn't work," they say, "it's
fudge,"*

*"He sits there idly at his ease,
"His slightest whims we have to please,"*

*At his desk, if we believe them,
He's planning daily to relieve them
Of their cash, and hard-won earnings,
Just to satisfy his yearnings.*



*They blame him for their rates so high,
And loudly ask the reason why
They've got to pay so much each quarter
For things like gas and rates and water.
And he, poor soul, just can't reply,
Though he would like to know just why
He's got to pay so much each quarter
For things like gas and rates and water.*

A.C.

Rats and Rates

*"If they were going to be levied with a
flat rate for this sort of thing they ought to
have the services of a rat-catcher. He
objected to a flat rat. He thought it was
wrong."—Staffs. Paper.*

What did the rat think?

Unsolicited Testimonials—

(1) Dear Hyperion,
I think your column is the most interesting and entertaining feature in L.G.S. I always turn to it first.

(2) If I knew how to spell Pshaw I would send it to you on a post card for the world to see.

Exercise

When I feel like exercising, I just lie down until the feeling goes away.

Paul Terry.

Improbable Conversation

"Are you sure, sir, that it hurts you more than it hurts me?"

"Yes, my boy—quite sure."

"Then give me six more."

* * *

Scottish Humour

A Scotsman told me the other day that there are two distinct types of Scottish stories. One is the kind specially manufactured for retailing by the English, the other is the kind they like to tell among themselves. Practically all the former are variants of the "moth-in-the-purse" chestnut or some new adaptation of the "eternal triangle" of the Scotsman, the Irishman and the Jew.

As an example of the latter type he cited the story of three Scotsmen who went out for a picnic and took with them fourteen bottles of whisky and one loaf of bread. "My God," said one of them, "What are we going to do with all the bread?"

Also, the story of the two Scotsmen who were caught in a storm at sea. One of them was praying for safety and was just about to promise to forswear drink, if he was spared, when the other cried out: "Dinna commit yoursels', Sandy. I can see land!"

* * *

Another story with the genuine Scottish tang about it is to be found in Macaulay's Diary. Lord Braxfield, one of the Scottish Judges of the old school when playing whist, exclaimed to a lady who was his partner: "What are you doing, ye damned auld —?" And then, recollecting himself: "Your pardon's begged, madam. I took ye for my ain wife."

* * *

Gambling and the Social Services

We have already seen that the total national expenditure on gambling is approximately £400,000,000 a year. As sober and reputable an authority as *The Economist* estimated some two years ago that the sum was between £350,000,000 and £400,000,000. Still £400,000,000 per year, even if it does not represent the true state of affairs, is a large enough figure to make one think. It is for instance, almost exactly equivalent to the combined local expenditure, in England and Wales, on—

elementary education
higher education,
hospitals,
public libraries,
maternity welfare,
asylums,
police,
parks,
poor relief,
sewerage,
tramways,
waterworks,
baths,
cemeteries,
fire-brigades,
electricity,
gas,
harbours,
highways,
justice,
housing,
planning,
public lighting

and a few other things.

*From "News of England" by
Beverly Nichols.*

Brevities

Doctors, like lawyers, can be got to take opposing views. But while a judge is able to pronounce which lawyer is wrong, they only find out which doctor is wrong when the undertaker calls.

Mr. James Walker, M.P.

* * *

It is quite clear that all the troubles of the world are really due to people being awake so much, and that sleep is society's only safeguard.

M. J. Nugent.

* * *

It's no good being clever about life. One can be sensible about it or brave—but not clever.

Ann Bridge.

* * *

The Puritan hated bear-baiting, not because it gave pain to the bear, but because it gave pleasure to the spectator.

Macaulay.

Information Bureau

The wide scope of the reference activities of the Division may be inferred from the following questions selected from its records:

Was coal ever used for street pavements?
Was nickel plating in use before 1840?
Why is white cooler than other colours?
What is the principle of the "cloud gun," used to disperse rain during the harvest time?

How does one solder stainless steel?

What was the method of Eratosthenes for calculating the circumference of the earth?

What is the name of the mud used in the mineral baths of Persia?

Please supply material for a history of cast-iron pipe.

How is tarnish removed from gold-thread embroidery?

Is there a vitamin "F" and can it be used safely in a cosmetic?

Can india-rubber injure the skin?

What type of electrical current is used in Athens, Greece?

When did the detachable collar for men first come upon the market?

Who invented the steam-shovel?

What are the dimensions of a kayak?

Please supply information on the history of textile printing in Spain.

How are toy balloons made?

How many hairs in a set of whiskers?

Who took the first champagne bath?

Name a sweet-tasting poison suitable for a murder mystery?

"Please help me—I have forty-five minutes in which to learn all there is to know about the application of electricity to the steel industry."

From the Report of the New York Public Library for 1937.

A Diplomatic Proposal

*Dear enemy; throughout our long affray
You've won, and lost, but never vanquished
been;*

*And never more defiant were you seen
Than now; now, when at last you're brought
to bay.*

*Know that when last you marshalled your
array*

*Of warrior looks, not all your care could
glean*

*One errant soiling of a look—O queen—
Which I my captive made, and bore away.*

*Divisions deep this blabber brings to light:
your heart, of pride's rude statecraft, will
have none;*

*Nor can the hour of heart's revolt long
wait.*

*Take, then, a consort to compose your
state.*

*Nay, more; since you would rule two
realms as one*

*Join with your foe: he knows no better
plight.*

J. H. Warren.

A.R.P. Note

TANKARD DRILL.

Preliminary.

(1) Beer in Pint Tankards.

(2) See that Beer contains no foreign bodies such as sand, grit, dead mice or hops.

(3) Squad, sober and properly dressed, parades "UPWIND" of Tankards.

Explanation.

"When the presence of Beer in the vicinity is suspected, steps must be taken to consume same as rapidly as possible."

"Rapid satisfaction cannot be obtained unless the procedure laid down is followed."

Demonstration.

(1) Seize the Tankard with the right hand, fingers to the right, thumb round the handle, to steady the contents.

(2) Bring the Tankard towards the face and apply the lower lip to the rim of the Tankard.

(3) Dig in the upper lip.

(4) Invert the Tankard and allow the contents to flow down the gullet.

(5) When the presence of Beer in the Tankard can no longer be detected, remove the Tankard and breathe out hard.

(6) Continue to breathe in a normal manner (if possible).

(7) Draw the back of the left hand smartly across the lips, and cut away hand smartly to the side.

Points for Instructors to watch after Test. (Standard Time 8 seconds.)

(a) Immediate nausea and vomiting on the part of the Students.

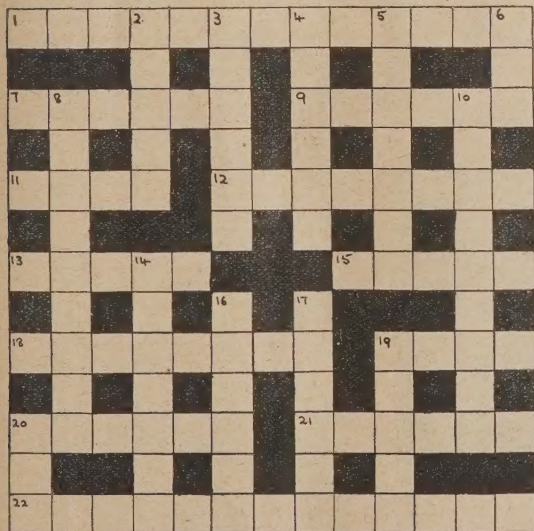
(b) Uneven breathing after Test.

(c) Student's face engorged and red, rapid pulse.

(d) Feeble fluttering of the pulse with symptoms of collapse.

(e) Attempts on the part of Students to secure maximum internal concentration of the liquid by deliberate and repeated failures to pass Test.

"L.G.S." CROSSWORD No. 7



CLUES

ACROSS.

1. Our royal prams—in the Town Hall (6, 7).
7. In this to engrave (6).
9. "— the brindled cat hath mew'd." (Macbeth) (6).
11. "When we have shuffled off this mortal—" (Hamlet) (4).
12. Often has four wheels and flies (4, 4).
13. Snake, good at figures (5).
15. Take a little street round the sheltered side in this weather (5).
18. Where some die that others may live (8).
19. Takes time to make this small thing (4).
20. Evergreen (6).
21. Hasten—mainly hot stuff (6).
22. L.G.S. feature (4, 9).

DOWN.

2. Oxford college (5).
3. Stayed for a change (6).
4. A drawer of sorts (6).
5. May apply to a poem (7).
6. Street on the continent (3).

8. Popular among Nalgo members this month (6, 3).
10. Craftsman who makes neat crepe (9).
14. Style (7).
16. Wine cellar (6).
17. Seared (anag.) (6).
19. Regret, that you are in early (5).
20. We hope he is a member of Nalgo (3).

JULY RESULT

C	O	M	M	O	N	S	E	A	L	T
L	O	V	E	R	A	H	O	Y		
L	O	V	E	R	S	I	D	E	P	
R	A	T	E	M	T	S	A	L	E	
E	T	P	A	Y	E	R	T	W		
S	L	O	G	A	N	R	A	S	H	E
O	V					R				
L	A	D	D	E	R	C	E	M	E	N
U	R	D	E	S	A	R	L	E		
T	R	I	M	D	R	P	A	R	R	
I	V	I	C	E	B	E	A	N	O	
O	M	E	N	E	O	I	O			
N		D	E	M	A	N	D	N	O	T

A WEEK IN BERLIN—IMPRESSIONS OF THE SUMMER SCHOOL

SEVENTY students assembled at Victoria Station, London, at 11 p.m. on Friday, June 24. At 1 a.m. we embarked at Dover—or, rather, we were pushed on to a boat, most of the accommodation having been taken up by week-end trippers to Ostend, and we found ourselves in lively company. At Ostend, after breakfast of rolls and coffee, we took the train for Cologne. At Aachen the entry of German authorities in uniform of various hues caused some excitement. Passports were inspected and luggage somewhat cursorily examined, and then we all filed into a small crowded room to declare the amount of English and foreign money in our possession, in respect of which we were given a certificate.

The change from Belgium to Germany was very marked; the military efficiency of the Germans was soon apparent in comparison with the somewhat lax Belgian methods. At Cologne, we had just time for lunch before entraining once more for the eight hours journey to Berlin, where we arrived about 10.15 p.m.

Anglo-German Fellowship

There we were met by Dr. Goetz, his colleagues, Dr. Jager and Dr. Hilberath, members of the English-German Fellowship and students of the Kommunalwissenschaftliches Institut. We were escorted to motor buses and driven to our respective lodgings. Most students were too tired to eat and, after a cold shower, retired to bed.

On Sunday, motor buses placed at our disposal took us to the Deutsche Gemeindetag, where our first lecture was held. A most comfortable room had been placed at our disposal and we sat looking at the inevitable bust of Herr Hitler on either side of which were placed the Union Jack and the German national flag. There was some discussion among the students as to whether or not the Union Jack was placed the right way up. After the lecture students were taken by motor bus on a tour of Berlin and then given tea on the terrace at the Reichsportfeld, where an

open-air orchestra played and dancing was in progress. A few students managed to find their way into the arena and watched a football final. Returning to their lodgings, most retired early to bed.

German Safety-first Propaganda

Monday morning was devoted to two lectures, after which we had lunch at the Restaurant Kroll, at the invitation of the Deutsche Gemeindetag. There was another lecture in the afternoon, and students then left by train for Potsdam. In the huge parks, we visited the Palace of Frederick the Great. Before entering we were given large slippers to place over our shoes. Most students found this visit very interesting and the guide, although, perhaps a little verbose, knew his story. After a walk through the park we arrived at the New Palace in the park of Sans Souci and heard its history. We then had tea at the Cafe Seyfahrt and some students indulged in "Potsdamer Stanger"—large glasses about 12 inches high, containing perhaps two pints of beer. Returning by train, we were presented by young men in uniform with leaflets—propaganda for the Safety-First week. We saw in one large square several young men with waste-paper baskets over their heads wandering round indicating how not to walk in the streets of Berlin. Police cars were broadcasting, drawing attention to errors made by drivers and pedestrians.

Tuesday morning was devoted to lectures, after which we were entertained to lunch by the Mayor of Berlin in the Town Hall. The reception was comparable with that given by the City of London to distinguished guests. Lunch lasted from about 1.30 till 4.30 and even then no student seemed anxious to leave. The mayor, a man of vigorous and charming personality, welcoming us to Berlin, expressed the hope that there would be a better understanding between the two great nations, who were blood cousins. Mr. Chaston, Chairman of the Education Committee, replied. The Mayor then

presented mementoes to Mr. Chaston and Mr. Slater and the students rose in a body to sing "For he's a jolly good fellow" to the mayor's astonishment and amusement. We then went by coach to Templehof, where we saw the new airport and some settlements in the district.

On Wednesday the lecture by Professor Doctor Hettlage was unfortunately cancelled owing to illness. Students went by coach to Unter den Linden, and Mr. Chaston placed a wreath on the tomb of the Unknown Warrior, the guard presenting arms. We then visited the Pergamon Museum and other museums in the neighbourhood, returning in time to see the Changing of the Guard. Had we not been visitors to a foreign country most of us would have laughed openly at the sight of a body of soldiers doing the goose-step.

Youths work for the Nation

On Thursday, after a morning lecture, we started out early for the Labour Service Camp at Alt Landsberg. The Deputy Commandant, addressing us in English, explained that all German youths must now serve six months in the Labour Service. These camps were movable, and the work undertaken was of a national character, such as the irrigation of swamps and so on. The youths come from all parts of Germany and lived in the camps, which are something like English barracks. The commandant invited us to lunch, and we had a very good meal—stew, potatoes and salad. Members of the Labour Service waited on us, and those not on duty sat at table with us. In spite of language difficulties, there was much fraternising, and most of the students would have liked to stay longer in the camp, but time did not permit and we left in coaches, to the salutes and cheers of the members of the Labour Service, who lined the roadside as we left. After a long coach ride, some of it over one of the new Autobahnen, we arrived at Furstenwalde, where we were conducted to the 700 year-old town hall. The burgo-master, Herr Gottsleben, addressed us, expressing pleasure at being able to show us round his own town, and the improvements made in recent years. The Germans, he said, had a friendly feeling towards the English, and he hoped that the future would show that mutual benefit would arise from friendship between them. Mr. Chaston, replying, said how much we had been impressed by the reception we had received and the way we had been entertained. Herr Gottsleben then took us round the town, showing us a delightful park made by the inhabitants out of a sand patch. After tea and the inevitable German beer provided by the mayor, the afforestation officer, apparently an important official, and a great hunting man, entertained us by mimicking the voices of birds and animals. We then went by coach to Bad Saarow and, after an hour's trip in a motor boat, arrived at a small hotel on the banks. The Mayor of Furstenwalde was



A PARTY OF STUDENTS photographed outside one of the many places of interest visited during the course of their week of travel and study.

still with us, and produced a high boot, made of glass, filled with beer, which was passed round so that we might drink to international friendship. "Heine," who was acting as interpreter, called to him all who had been "trench-pigs," as they are called in German, during the War, and the ex-Service men of two nations drank a toast of friendship.

The German people with whom we came into contact spared no pains to make us perfectly happy and "at home." Persons such as Max, Hesse, Herr Docktor Preuss (pronounced as only he himself could do it), Miss Mathies and others were wonderful company and thoroughly enlivened the proceedings.

At the lakeside we assembled in a circle and sang "For he's a jolly good fellow."



GOOD FELLOWSHIP between a party of students "snapped" at dinner.

and "Auld Lang Syne." The mayor was evidently impressed and expressed his pleasure at having an opportunity of meeting English people and seeing for himself how charming they really were.

Friday morning was taken up with lectures, and in the afternoon some of the students had a ten-minutes flight over Berlin. In the evening the German-English Fellowship arranged a bier abend, with a dance. A number of German people mixed with the English students and provided a wonderful evening's entertainment, which continued until the early hours.

Reminiscences of the School

The return journey on Saturday was without incident, and most of the students were tired. At Victoria, where we arrived on Sunday morning, we dispersed to our respective homes. Those who had been staying in the Reichsportfell would miss the presentation of a permit of entry and the official guard at the door, the smart military salute he gave, the automatic return of the salute, and the words "Heil Hitler."

Looking back, the school was one of the best we have had. Whatever the motive, we must appreciate the reception, which was magnificent, and we were all impressed by the efficiency of German organisation and administration.

It is hoped that the lectures will be printed in full in booklet form and that they will be on sale shortly. For those who are studying comparative government there can be no better book for ensuring an insight into the theory of administration in Germany. As soon as the booklet is available full particulars will be published in LOCAL GOVERNMENT SERVICE.

DAMN CROYDON!

Or How to Turn the Ratepayer's Wrath

by J. HILL JOHNSON

GIVE a dog a bad name and however penitent he may be it will stick. Croydon earned a bad name, quite unjustifiably, over the recent typhoid epidemic, and Croydon is damned by a certain section of the Press until such time as some other luckless Corporation has the spotlight turned upon it. So long as Croydon is "news," Croydon's failings will be spread across the newspapers for the dubious benefit of those who believe that everything they see in print is true.

One cannot blame the news editors for this attitude. Their job is to maintain their papers' circulation. Their ability is judged, not by their literary skill and veracity, but by the number of people who read their articles. The public wants to read about Croydon; it must, therefore, be given news about Croydon, and if it is sensational news it is more likely to be read. The discovery of a well of pure water under Croydon's Council Chamber might earn a passing comment in some obscure technical journal, but the finding of poisonous germs in some forgotten puddle on Croydon's outskirts is worthy of headlines in all the daily papers.

Undue Prominence to Scandal

The fact that Croydon is a famous airport is no longer news; aeroplanes are too common to bother about, unless they kill their occupants. Croydon may be a well-managed, clean, and attractive town, but newspaper editors are not estate agents. Their readers are not interested in municipal enterprise; they want to know the worst about everything. For this reason the luck-raking over Croydon continues and every scandal that can be invented about its municipal affairs is given prominence.

At present a section of Croydon's ratepayers are demanding a reduction in expenditure on public services. The presentation of their demands occupies more space in the Press than do the reports of the fiercest fighting in China or Spain. There is no town in the country that cannot produce its disgruntled ratepayers, but they must await their turn for publicity—Croydon is the star performer at present.

It does not seem to occur to the newspapers, nor to their readers, that there is another side of the picture, that Croydon Corporation can most probably justify every penny of its expenditure. Nor are they worried over the fact that Croydon's ratepayers elected the men and women who authorised this expenditure, and presumably they inquired about their candidates' financial policies before electing them.

If they failed to do so, and Croydon really has been extravagant, it is the ratepayers themselves who are to blame for not

discovering exactly what their candidates planned to do.

If a ratepayer wishes to put an end to the spending power of his councillors, even at the expense of all the public services, he can do it quietly and unobtrusively by means of the ballot. It is unnecessary for him to foam at the mouth and broadcast his views from Land's End to John o' Groats. But so long as he prefers the role of Village Hampden the newspapers will back him up with all their power. It is Croydon's turn now; it will be some other town to-morrow.

There is more behind these all too frequent outbursts of frenzied journalism than a desire to print something sensational. It seems obvious that there is a deliberate campaign to belittle the efforts of the local government service. If the whole country can be made to believe that municipalities fail to carry out their duties in an efficient and economic manner, private enterprise will have an opportunity of taking control. What effect competition would have on such services as, for example, education, public health or drainage, defies the imagination. Under such a system somebody here and there would reap a fortune, however, and there are some who, for the sake of private gain, would willingly smash the smooth-working machinery built up by the local government service.

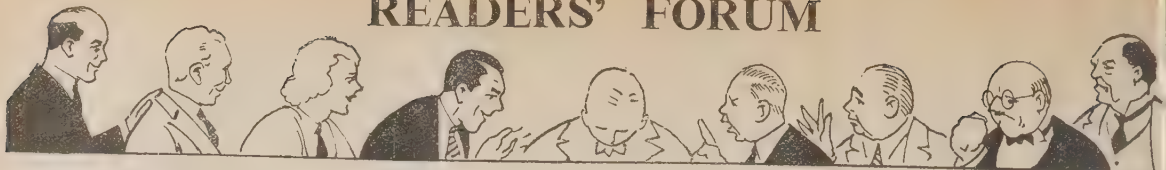
It is not suggested that the newspapers are in league with these modern Luddites. The editors must give the public what it wants. If their readers demanded enlightened articles on the running of the municipal services, or truthful accounts of how the rates are spent, the editors would be only too willing to oblige them.

Healthier News Needed

It is the public which is to blame, and it is up to the local government officer to educate the public to a more sensible frame of mind. The officer has his own circle of friends and acquaintances. He can create in that circle an attitude of respect for his work and the efforts of his colleagues. He has a local newspaper which he can bombard with articles on the public services of his own town. N.A.L.G.O. has already made rapid strides in its publicity campaign, and every local government officer can help by boosting the local government service whenever the opportunity presents itself.

Five years ago the British public talked convincingly on the subject of disarmament. Today—well, look at A.R.P. Publicity can do the same for the local government service, but 24, Abingdon Street cannot cover the British Isles. Every local government officer can do something about it in his own area. After all, it is for his own benefit.

READERS' FORUM



DANGEROUS PROPAGANDA

Social Crediters Reply

The article in your July issue, headed "A Dangerous Form of Propaganda," contains a number of erroneous statements which we ask you to correct by publishing this reply.

You say that the United Ratepayers' Advisory Association is "an off-shoot of the Social Credit Party, whose offices are also at 163a, Strand, London, W.C.2." This is not true. The only Social Credit organisation which has offices at 163a, Strand, is that of The Social Credit Secretariat, Limited, which is a separate organisation, and is incidentally, inflexibly opposed to party politics.

Whereas literature of the Lower Rates Campaign contains clear statements that it is neither necessary nor desired to cut salaries or social services, your article asserts that "it will constitute a potential danger to local government officers" because "officers' salaries are the only expense factor to be touched if social services are to be maintained." The truth, of course, is that the only danger which threatens salaries of local government officers is the danger which threatens ratepayers as well, the danger which results from ignoring the colossal burden of loan charges on Local Government Debt (over £100,000,000 annually), and the fact that these loan charges are quite unnecessary.

You adopt an attitude of incredulity towards the idea of what you term "obtaining loans for nothing." You should know that the bankers, themselves, have put down in black and white in the report of the MacMillan Committee and the Cunliffe Report, which was prepared, with the aid of eight bankers, presided over by the then Governor of the Bank of England, Lord Cunliffe, not only their agreement with the FACT that the money they lend is created by them costlessly, but an actual description of how it is done. By adopting this attitude, your Journal is in the face of FACTS, with which the bankers agree, defending the annual payment of £100,000,000 of ratepayers' money for the service of lending money which costs practically nothing to create. In the circumstances which exist where ratepayers throughout the country are becoming more and more exasperated with the payment of high rates and putting up with unnecessarily inadequate social services, your organisation is likely to become very unpopular if it continues to support the unjustifiable extortion of such a large sum of ratepayers' money for the services of money-lending and creating, the cost of which services to those who lend and create it is negligible. We would also point out that since the sole value of this bank-created money is contributed by the constructive efforts and hard work of ratepayers, that the money is not the

property of the banks to lend. It does, in fact, belong to the ratepayers themselves.

Contrary to what you suggest, no attempt has been made to conceal that Social Crediters are active in organising the present Rates Campaign. But, because Social Crediters are active on the Campaign, is no reason why the United Ratepayers' Advisory Association should describe itself as "Social Credit." The United Ratepayers' Advisory Association is not advocating National Dividends, the Just Price, or any monetary technique; it is advocating Lower Rates and Assessments with no decrease in social services on the evidence of the FACTS which prove that debt is created costlessly by banking institutions, and that the present exorbitant loan charges are unnecessary.

Your assertion that the Lower Rates Demand Associations are "branches of a political party" is a gross mis-statement, and entirely groundless. A fundamental of their campaign is to put pressure on existing representatives on the lines which have already continuously resulted in success in a number of large towns in this country.

We desire to be on the friendliest terms with local government officers and councillors, and there is no reason why we should not be if they will do what ratepayers want (and it is ratepayers whom they exist to serve).

An article containing such inaccurate statements as that which you have published can only cause completely unnecessary and unwarrantable prejudice. We invite you to retract these inaccurate statements by publishing this letter.

JOHN MITCHELL.

Secretary, United Ratepayers' Advisory Association,
163a, Strand, London, W.C.2.

We readily withdraw the "party," if Mr. Mitchell prefers "Secretariat," although we fail to see how the public advocacy of the doctrines of Major Douglas—extended lately, we notice, to the scribbling of slogans on walls—is in any sense less political than the advocacy of Communism, Socialism, Conservatism, Fascism, or any other policy.

Mr. Mitchell denies that any attempt is being made to conceal the fact that "Social Crediters" are behind this rates campaign. Why, then, the statement, in the supplement to *Social Credit* of March 25, that "Social Credit as such will not appear in this attack"; why the warning that "At this stage the information contained in this Supplement should be kept strictly confidential"; and why does one of Mr. Mitchell's leading protagonists, Lt.-Col. J. Creagh Scott, when challenged on this very point in the course of a long correspondence he inspired in the *Western Morning News*, declare: "I am not in the least concerned whether Social Credit is right or wrong."

Mr. Mitchell denies that his organisation

seeks to reduce salaries or social services. Yet each of the successes it claims prevention of rate or assessment increases in various towns—must have been obtained at the expense of services, for we have y to hear of a municipality obtaining loans free of interest.

We do not question the sincerity of Mr. Mitchell and his colleagues, nor do we for one moment challenge their right to the fullest expression of their view. But we do contend that to disguise social credit propaganda in the form of an attack on the rates—and thereby on local administration as a whole—is both dishonest and dangerous. Social credit if it is to be achieved at all, must come through Parliament, not through local authorities. Nobody enjoys paying rates and nothing is easier than to arouse demand for their reduction. The danger here is that the demand, aroused by Mr. Mitchell's adherents, and not satisfied by the solution they put forward, will devolve into an attack on social service and the officials who administer them.

CONFERENCE DISCUSSIONS

Salary Questions Most Important

In your July Editorial you quoted from an article in "Camera Principis," the magazine of the Coventry branch, on the Association's "bread-and-butter" policy. As the writer of that article, may I make a few observations?

The Conference supplement describes the national campaign on salaries and service conditions as "the most important item of the agenda." How, then, can one complain that too much attention was given at Conference to a "bread-and-butter" policy? I will agree that branches should refrain from introducing trivial amendments to rules, and that "hardy annuals," such as increased rebates to branches, might now die a natural death. But until satisfactory conditions are obtained, the salaries problem must loom large on the Conference agenda.

This is not to say, as your leading article infers, that I am of the opinion that adverse conditions render us "incapable of 'drive' towards idealistic aims." Salaries, by the N.E.C.'s own timely campaign, have been brought to the fore this year, and inevitably occupied the closest attention of delegates, but to say that this view implies that our energies must be confined to the salaries campaign is hyperbole.

Turning to the broader aspects of public administration, is it not obvious that as Conference proceedings are at present organised, there is little opportunity for real debates of public interest? I am not at all sure that a gathering of 1,400 delegates is the best place for N.A.L.G.O. to voice its considered and expert opinion on modern psychology, citizenship, or the right use of leisure. I would like to suggest, however, that a morning or after-

noon be set aside at future Conferences for papers and debates on the problems of local government administration—a session which might well be opened by the ever welcome addresses of Sir William Jenkins and Mr. Dingle Foot.

M. J. MILES.

Too Much Discussion of Trivialities

Many "passive" members regret that the possibilities of Conference are negated by those self-opinionated members who imagine that to amend a N.A.L.G.O. rule in some minor degree is for them a great national responsibility, to be undertaken with great gravity and with the use of many words.

Most of the matters raised at Conference were not worth five minutes' consideration and, if they are worth considering, let them be dealt with by those whom we appoint to guide us. They should be embodied in letters to the General Secretary who should then sift the wheat from the straw and submit them, with his views, to the Executive. Why is it that at N.A.L.G.O. meetings members seem incapable of easy unanimous agreement and tend to confine their deliberations to such trivial matters as the deletion of "and" and the substitution of "or" in rules that most people have not read. Let us cut adrift from this tangle of talk about nothing. Let us say less about the "wonderful work of our Great Association" and let results speak for themselves. How much of Conference time was taken in promoting directly the greatest good for the greatest number? Let us mend our ways before the public begins to suspect that N.A.L.G.O.'s only aim is to get the biggest plum out of the pie provided by the rate and taxpayers, and that other matters are mentioned but are in reality only shop-window dressing.

What was Conference? Largely a domestic show-down.

R. J. RODDIS.

Selfless Representation

A sentence in the leading article of the July number gives the clue to what I suggest is a malignant growth on the body of N.A.L.G.O.

The sentence reads: "the Council in general framed its motions on the broad basis of national policy; many branches, in contrast, framed theirs on the narrow basis of individual claims." It is, I think, this curse of individuality which is preventing the Association from becoming the powerful and progressive force that it should be, great though it is.

I have been a member of the Association for a few months only, but in my capacity as a humble representative on my local committee and from my reading of the activities of other branches, I have in that short time been amazed and disappointed at the way in which individual claims and grievances are pressed, and individual and dogmatic opinions put forward.

I would urge everyone who is a member of any committee to remember that he is not appointed to voice his individual views, but to represent the members who have elected him. If at all possible try to obtain their views and wishes, and speak for them. Get this spirit of collective opinion permeating through the whole structure of the Association and the outlook will be much healthier!

"IDEALIST."

London.

TESTIMONIALS OR NO

Should Contents be Disclosed?

In the last issue Mr. J. P. Lewis, of Manchester, pointed out a defect in the present system of testimonial production, but he also made a suggestion which must be regarded with grave suspicion. Some modification of the system he proposes is essential for the protection of the officer applying for a post.

The applicant might be asked to secure on the forms, say, the signatures, addresses, and descriptions of "not less than three referees who would be prepared to vouch for his character and ability," but it should also be made clear to all concerned that any "personal information" supplied on request would be regarded as confidential *but in no circumstances to be withheld from the candidate*. This might result in a certain circumspection based on a regard for the law of libel where references were

THIS MONTH'S PRIZE

Half-a-guinea goes to "Rex", Barnes, for his letter suggesting a N.A.L.G.O. Appointment Board.

concerned, but it would at least remove the possibility of malicious misrepresentation and the various malpractices which secrecy can be made to cloak, even if not intentionally sought for purposes of concealment. The prospective employers have, in any case, the right of dismissal.

In support of my plea, may I be permitted to cite an experience outside the bounds of local government? When making application for a post I (a junior clerk) was told that I might write my own testimonial. I did so, and it was duly signed, but the comment was made that "there were several other things which could be added to the letter." On being pressed, the commentator refused to specify what those things were, which gave the remark a most sinister sound. This is a statement of actual fact, but I am obviously obliged to veil my identity. I would mention that I was employed under the man in question for more than five years. The incident took place when I had been so employed for about four years."

"CYNICUS SALOPIENSIS."

N.A.L.G.O. Appointment Board

I was very interested in Mr. Lewis's letter in which he put forward a very sound idea and one which, in my opinion, could be incorporated with success in the following scheme.

My suggestion to secure the "right man" for the "right appointment" is as follows:

A body of men would be appointed, according to qualification and experience, by the National Association of Local Government Officers to represent the various departments in local government administration, i.e., a separate man for the town clerk's department, another for the public health department, and so on. These officers, having their headquarters, say, in London, would await instructions from local government offices.

As an example, let it be imagined that a new senior clerk is required in the public health department of X. The appointment would be advertised in the usual way, although Mr. Lewis's suggestion could

well be introduced here, and eventually a short list prepared. The medical officer of health or the chief clerk of this particular public health department would then get into touch with the body of men I have mentioned and send them instructions, such as:

"I enclose particulars of four candidates who are being considered for the appointment of a senior clerk in this department, and I should be obliged if your special representative would call upon them (*at their respective offices*) and furnish me with a report on their clerical work examining carefully all filing, office records, typing, etc., which receive their personal attention; and also on their general appearance, etc."

By such a method detailed reports would be available of the four candidates, and as the information given would be so obviously reliable, it would considerably facilitate the problem of deciding upon the best man.

This scheme of mine—admittedly rather a revolution—would eventually save much time and expense on the part of individual boroughs and assuredly merits serious consideration.

"REX."

Barnes.

EDUCATIONAL LOANS

An "Utopian" Suggestion

I apologise for again trespassing on your space, but, having been accused of not knowing the benefits of N.A.L.G.O. I hope that you will find room for this reply. I shall deal with the points mentioned by Mr. John B. Halliwell in the order that he raised them.

I am fully aware that there is in existence a Nalgo Correspondence Institute, but according to the report on the Blackpool Conference many important examinations are not included in the syllabus. Again, even though Nalgo courses may be cheaper than those of similar institutions, the fact remains that complete tuition for a professional examination, together with books and examination fees would make a considerable hole in many a junior officer's salary.

When I stated that some scheme was necessary to give financial assistance to the prospective examination candidate, it was not in ignorance of N.A.L.G.O.'s loan scheme, but because I realised that few juniors are in a position to borrow large sums of money, however generous the terms may be. I had in mind a central educational fund built up by N.A.L.G.O., county councils, and local authorities, from which grants could be made to deserving cases. The idea may seem Utopian, but as local authorities receive the benefit of qualified officers I see no reason why they should object to it.

I agree with Mr. Halliwell that Whitleyism ensures a fairly satisfactory salary at the age of about 27, but my remarks applied to the officer preparing for examinations, who requires a reasonable remuneration in his late 'teens and early twenties. In conclusion I would refer Mr. Halliwell to the letter by "Junior Sussex" which appears in the July number and contains practical evidence of some of my contentions.

F. G. A. HILLESLEY.

Gillingham.

SATURDAY MORNINGS "OFF" Follow Example of Commerce

I read with interest in your June number a letter by "Modern."

I should like to emphasise that it could be easily arranged for officers in the Service to have every third or fourth Saturday morning "off." It would be appreciated by everyone, I am sure, anyway by the inside staff.

If banks, insurance offices, commercial offices, the Civil Service, some local authorities, and other business houses can adopt this procedure, surely the county councils can do likewise.

As for officers having to be at the office on the Saturday before their annual holiday this is most unreasonable and unnecessary. It does seem a pity to bring members of the staff in for just three hours' work when they have a whole day's journey in front of them. Sometimes it is not possible to travel on Sundays, therefore three days are taken out of a well-earned annual holiday.

Cannot N.A.L.G.O. take up this matter?
"F. D."

An Opportunity to "Clear Up"

I do not altogether like the letter of "Modern" in your June number. Why does he call the half-day on Saturday a "short morning"? Not 9 to 12.30 surely, this being the usual time worked on the other days of the week. I like to use Saturday mornings for a general "clear up," to take stock of the past week's work, and to feel I am going to have a "breather" before attacking the coming week's work. It does not bother me what my neighbour does, and certainly if one's friends were gardening, or especially decorating the home they would not appreciate a visit.

Why not be at the office on the Saturday morning before annual holidays? It often strikes me that coming to work is rather a bore and a secondary consideration where one's private affairs are concerned. I have also in mind those who are sickeningly and everlastingly talking about cricket. I asked one this: "when you are playing cricket do you ever think about your work as much as you think about cricket when at work?" and got the obvious answer, "no."

We sell our services to those who are prepared to pay the most, and the duty for which we hire ourselves should be performed without wanting so much "tear off." After all, we have that great blessing "security of tenure," and we do know that superannuation awaits us at the end of the road, which is a thing almost unknown in the commercial world, besides all the special privileges we are able to obtain from the commercial world through membership of N.A.L.G.O.

"Modern" says conditions are improving in the business world, and I say "they need to," but I am satisfied with a 38½ hours week.

1892 VINTAGE.

Northampton.

THE THRIFT SCHEME A Help in Home-Building

I trust Mr. C. Buckley's voice will remain in the wilderness—alone.

The very existence of "Exchange and Mart," and the size of its circulation, illustrates its use and popularity. I wish

the number of advertisements in our journal (genuine ones, of course) were double.

As a junior officer my salary is not large, and unfortunately I have no pecuniary interest in any trading concern. I shall, in due course, have to keep a wife and perhaps a family on this salary and any discount I can obtain to help furnish my home will be most acceptable.

I presume Mr. Buckley is in better financial circumstances than myself—I congratulate him. However, I still dislike his views, and wonder if other members with maximum salaries of £250 do.

W. J. FURNELL

Chelmsford.

SUPERANNUATION A Case for Insurance

It is expected that the Local Government Superannuation Act, 1937, will accelerate the voluntary retirement of officials before reaching the age limit and so provide more opportunities for promotion in the service.

There remains, however, at least one retarding feature—the inadequate provision for the widow of a pensioner.

The Act certainly permits some provision to be made but only by the immediate surrender of part of the superannuation allowance, which, deducted from an income already reduced to two-thirds of the retiring average salary, would create a hardship in very many cases.

The allocation tables under Section 9 of the Act will enable an official, in receipt of a salary of £450 and entitled to a pension of £300 on retirement at 60 years of age, to secure a pension of £99 for his wife, aged 56 at his retirement, by sacrificing £42 a year, i.e., a reduction of income from £450 to £258.

It will be generally agreed that the reduction of income by even one-third will necessitate some adjustment in the standard of living of the pensioner and his wife, and although the full pension might suffice for their urgent needs a further reduction of income to provide for the wife would be a matter for very serious consideration, particularly in cases where the pension was barely sufficient to enable a couple to live decently.

Cardiff officials, I understand, are fortunate in being able to avail themselves of the provisions of the Cardiff Corporation Act, 1930, which enable a pensioner to provide for his widow by a delayed reduction of his pension, to take effect only in the event of his wife's dying first.

In the case quoted above, a Cardiff pensioner during the joint lives would be £300, but, should the wife survive, her annuity would be £100, and in the event of the husband surviving, his pension would be £200, as from his wife's death.

The position of the wife at present is very unsatisfactory. She is safeguarded only so long as her husband lives, whereas if she dies first her husband's financial position is relatively improved.

Failing an early amendment of the 1937 Act, is it not possible for N.A.L.G.O. to obtain the Cardiff benefits for retiring officials, individually or collectively, by arrangement with Logomia or other insurance body?

Wallasey.

"GEOHT."

WALTHAMSTOW STAFFING.

Continuous Review of Conditions.

We have in operation in Walthamstow a rather unique scheme regarding salaries and service conditions. The council have appointed a Staffing Committee—its existence for some years now—on which all organisations representing the staff and employees are represented in a consultative capacity. Two or three years ago the existence of this committee was in jeopardy owing to the large volume of applications that came before it monthly for revision of salaries. The staff then submitted a scheme proposing a review of the salaries and service conditions in the various departments of the council's service at four quarterly meetings of the Staffing Committee, the reviews to be so arranged that every department would be covered once in every twelve months, and the chief of the department to report upon any case in which an increase of salary was merited. If a member of the staff feels that he has a case for an increase the procedure is that he approaches the chief of his department. If the chief assures him that he has the case in hand the member need take no further action. If on the other hand the chief informs the member that he does not propose to deal with the case, then the member has his line of approach by the submission of an individual application through his staff organisation. The whole idea of the scheme was to do away with the individual application and to obtain recognition by the council of a member's claim to advancement without that member having to beg for it. The scheme has worked and is working extremely satisfactorily, and it has never received the slightest criticism. Every member is assured that his case will come before the Staffing Committee once a year, and if he has earned advancement, the recommendation of his chief has always been sufficient to secure promotion.

W. E. CURL.

Public Relations Correspondent,
Walthamstow.

FREEDOM OF BOROUGH Another Instance Cited

In your May number in commenting on the conferment of the Freedom of the Borough of Worthing on Mr. J. K. Allerton, Town Clerk of Worthing, you refer to it as a "tribute believed to be unique in English municipal history."

I do not wish to detract in any way from the high honour done to Mr. Allerton, but I have been asked to point out that Mr. (afterwards Sir) Alfred Howarth, Town Clerk of Preston, was made an Honorary Freeman of the Borough of Preston as long ago as December, 1926. Locally, this is regarded, rightly I think, as the first occasion on which a local government official has received such an honour.

In view of your account of Worthing honouring one of its officers, perhaps it may be possible to ascertain just how often this tribute has been made to an official.

G. S. A. BRYANT.

Preston.

This is not the only example of an officer being similarly honoured of which we have since heard.

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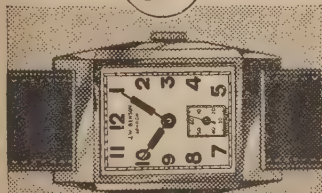
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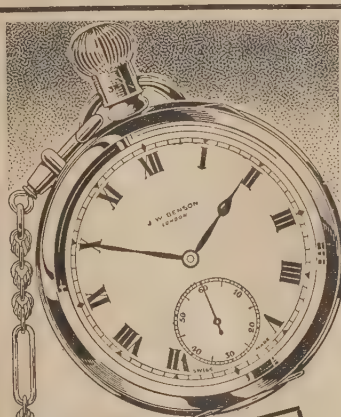
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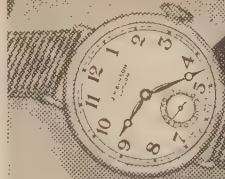
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DEFENDING THE OFFICER

Damages and Costs for Libel

TWO actions taken by the Association ended recently in damages and costs being awarded to members.

In the first case, the claim was for damages for libel contained in a newspaper and in certain letters. The defendants were the publishers and printers of the newspaper and the writers of the respective letters. So far as the newspaper was concerned, the libel was contained in a statement that there was a great deal of gossip in the district concerning a builder and a council official, it being understood that a letter had been forwarded to the council "alleging that the official demanded a bribe from a local builder, and that when this was refused a threat is alleged to have been made by the council official that he would drag the builder down into the gutter." A similar statement was contained in letters written by the other defendants.

The official concerned was the assistant surveyor to the council and he applied to the Association for legal assistance. Eventually, proceedings, commenced on his behalf, came before the Commissioner at Nottingham Assizes. Mr. R. O'Sullivan, K.C., and Mr. G. Gardiner appeared for him. After the first day's hearing Counsel for the publishers and printers of the newspaper announced that a settlement had been reached, and he expressed his client's regret for the position which had arisen; they wished to clear the plaintiff from any imputation which might have been conveyed by anything in the newspaper. The terms of the settlement were that the plaintiff should receive £100 damages and costs.

One of the other defendants did not defend the action, and an injunction was granted against him together with costs. The remaining defendant intimated that he was willing to apologise and to submit to an injunction restraining him from repeating the defamatory matter complained of or defaming the official in future. The Commissioner said to him: "I have no hesitation in telling you that you have really got off very lightly indeed here. You have heard the learned Counsel for the plaintiff say that in all the circumstances, on the understanding that your attitude is one of recognition that your should not have done this, and that you submit to an injunction, he on behalf of his client will ask for no further relief. You are a very lucky defendant."

In the second case, the plaintiff was a borough surveyor, and the defendant was a member of the council by whom the officer was employed. The plaintiff claimed damages for slander arising out of statements made by the defendant at a council meeting, when he alleged that the surveyor had been receiving fees in connection with the valuation of houses for loans under the Small Dwellings Acquisition Acts to which he was not entitled, that the fees the surveyor had received were an illegal payment, and that the surveyor did not do the valuations at all.

The surveyor having applied to the

Association for legal assistance, proceedings were commenced on his behalf and were heard at Maidstone Assizes. Mr. John Flowers, K.C., and Mr. Eric Neve were instructed on his behalf. Mr. Flowers pointed out that the case was not brought to make money. It was brought for one purpose only, and that was to clear the surveyor's name.

Mr. Justice Humphreys, in summing up, referred to the case as an important one, and said it should be clearly understood that the members of an elected body such as a borough council were perfectly free to criticise the acts of the servants of the council, and that they ought to be able to do so without any fear that as a result of their frank and free criticism they would be subjected to an action at the suit of anybody. The law regarded as so important the rights of people in public meeting, such as a meeting of a borough council, to say what they thought right and to criticise as they thought right, that it provided that no action should be brought against a person in respect of such a matter, unless that man had gone altogether beyond the duties and rights which he had as a member of the council. The jury would have to say whether the defendant did not use the occasion for an attack on the surveyor.

The jury returned a verdict in favour of the plaintiff, who was awarded £50 damages and costs.

THIRTY YEARS AGO

Expectation of Life of Local Government Officers

To the Editor.

Sir,—In view of the queries and doubts expressed as to the financial stability and actuarial soundness of the Superannuation Scheme in its accepted amended form, the following, which I have culled from a contemporary, may be of interest. I do not vouch for their accuracy, but judging from my own experience and observation of clerks (who constitute the bulk of L.G.O.'s), I think these credible. The figures are significantly headed, "The pace kills."

Of 1,000	Clergymen	145 live to 65
"	Farmers	132 "
"	Country inn-keepers	105 "
"	Doctors	100 "
"	Shopkeepers	76 "
"	Lawyers	71 "
"	Fishermen	56 "
"	Bricklayers and Masons	45 "
"	Gasworkers	34 "
"	CLERKS	15 "

Yours, etc.,

C. H.

July 28, 1908.

NURSE'S CLAIM PROBLEM

Eligible for Workmen's Compensation

BY Section 3 (1) of the Workmen's Compensation Act, 1925, the expression "workman" means (in alia) any person who has entered into or who works under a contract of service or apprenticeship with an employer.

In the recent case of *Wardell v. Kent County Council* the question arose as to whether a hospital nurse was a "workman." The facts were that a fully-qualified hospital nurse was employed at a hospital owned and controlled by the Kent County Council. While she was performing her duties as a nurse at the hospital, she was injured by the explosion of a tin of antiphlogistine, which she was heating on the instructions of the ward sister. The nurse was subject to the rules and regulation of the hospital with regard to times of sleeping, meals, and recreation. She was under the control of the matron, but when in a ward she was subject to the control of the ward sister.

The nurse claimed compensation under the Workmen's Compensation Act, 1925, in respect of the injury sustained by her, but the Council denied liability on the ground that she was not a "workman" within the meaning of the Act. The county court Judge made an award in favour of the Council on the ground that there was no contract of service between the nurse and the Council, the contract being for services and not of service.

The nurse appealed, and the court of Appeal decided in her favour, Lord Justice Greer dissenting.

Lord Justice Slesser said that the only question for consideration was whether the nurse was a "workman" within the meaning of the Workmen's Compensation Act, 1925. He said that the county court Judge did not appear to have considered that nurses were the servants of the Council even when they were only performing administrative duties. It appeared to him that, limiting the matter for the moment to administrative services, the county court Judge's view that the contract under which the nurse was working did not include a right of control by the Council, was contrary to the evidence. In their administrative duties, at least, the evidence went to show that the nurses were under the complete direction of the matron or sister, as the case might be. It had been contended on the facts that the nurse had entered into one contract of service and not several, and that whether she was performing curative services or not she had agreed to take the orders of the Council with regard to the manner of the performance of her work, exercised either through the doctor, matron, or sister, as the case might be. He (Lord Justice Slesser) thought that the more reasonable way of looking at the matter, which was one more consistent with the whole structure of the Workmen's Compensation Act, 1925, as applied to the present case, was that the nurse was always under obedience to the Council, though the Council might

(Continued at foot of next page)

LOCAL GOVERNMENT SUPERANNUATION ACT, 1937.

BY sub-section (4) of section 6 of this Act it is provided that a contributory employee who receives any part of his remuneration otherwise than from the employing authority shall render to that authority within one month after the first day of each financial half-year a written statement of his receipts in respect of that part of his remuneration during the preceding financial half-year, together with a statutory declaration verifying the correctness of the statement.

A question has arisen as to whether or not the statutory declaration referred to in this sub-section requires a 2s. 6d. stamp, and in answer to an inquiry the Association of Superannuation Committees received a letter dated July 13, 1938, from the Controller of Stamps (Adjudication Branch), Inland Revenue, Bush House, London, stating that as the statutory declaration referred to is one required by law it is not liable to duty by virtue of Exemption (2) under the head "Affidavit and Statutory Declaration" contained in the First Schedule to the Stamp Act, 1891, as amended by section 6 of the Finance Act, 1907.

(Continued from previous page)

choose from time to time the person whose orders she would be called on to obey.

Lord Justice Greer, in a dissenting judgment, said that he thought that the authorities with regard to liability for injury occasioned by the negligence of surgeons, physicians, and nurses to patients, were authorities which could rightly be used for the purpose of determining whether an act which caused damage could be regarded as an act done under a contract of service. He referred to *Hillyer v. Governors of St. Bartholomew's Hospital* (1909), 2 K.B. 820, which, he said, involved a decision that in performing his surgical duties a house surgeon was not doing anything as a servant of the proprietors or governors of the hospital; in providing surgeons or nurses, the proprietors of the hospital were not providing such surgeons or nurses to perform acts of service on behalf of such proprietors. It was true that a nurse might be engaged in a dual capacity—i.e., she might be appointed to do work which was outside any contract of service, and she might also be appointed to do administrative work. When she was doing her work as a nurse, the proprietors of a hospital were, in his judgment, neither liable to persons injured by her negligent acts nor liable to her under the Workmen's Compensation Act for injuries received while acting as a nurse. So soon as a nurse or sister went to her ward and started nursing duties she passed from the territory in which she was serving her employer under a contract of service to the territory in which she was engaged to give her services as a skilled nurse for the benefit of the hospital patients.

For those reasons he thought that the learned Judge was entitled to find as he did, and that the appeal should be dismissed.

Lord Justice MacKinnon concurred with Lord Justice Slesser, and the nurse's appeal was allowed.

THIS MONTH'S FILMS

South Riding, United Artists.—This fine film, the first serious attempt to portray local government on the screen, was criticised at length in our February number. Produced by Alexander Korda and Victor Saville from Winifred Holtby's novel, it is a brilliant attempt to show the effect, often unpremeditated, of a county council's decisions upon the lives of ordinary people. Local administration is the background of the film against which move in relief councillors, tenants and children. For the first time we see a county council in debate, an education committee selecting a headmistress, the public and private lives of the councillors. The tragic love story of the schoolmistress and the impoverished landowner is finely and sensitively drawn by Edna Best and Ralph Richardson. Edmund Gwenn, Marie Lohr, Milton Rosmer, John Clements and Herbert Lomas give superb supporting performances and two children, Joan Ellum and Glynis Johns, are outstanding. It should be seen by all interested in local government, although they may dislike the exaggerated emphasis on corruption.

The Housemaster, A.B.P.C.—Otto Kruger, Diana Churchill and Phillips Holmes in a cheerful comedy, based on the popular play.

Vessel of Wrath, A.B.P.C.—A screen version of Somerset Maugham's famous novel, convincingly acted by Charles Laughton, Elsa Lanchester, Robert Newton and Tyrone Guthrie. This slightly cynical story of the lady-missionary who falls in love with a drunken beachcomber is excellent entertainment, with first rate dialogue and settings.

Owd Bob, General Film.—It is almost impossible to praise this beautiful film too highly. The story is slight, a tale of Cumberland shepherds and their dogs, the annual sheep-dog trials and the hunt for the unknown dog that runs wild and becomes a "killer." Will Fyfe as the irascible old Scottish shepherd who drives his daughter out of doors but gets out his gun to defend his dog could not be bettered. John Loder and Margaret Lockwood are pleasing as young lovers and the scenery is sheer delight. But the real stars are the dogs. Owd Bob and Black Wull are gorgeous, sleek-coated creatures, true aristocrats of their breed, and brimming over with life and intelligence.

Jebezel, First National.—A drama of New Orleans in the fifties. Bette Davis gives a vivid performance as the cruel and selfish Julie. Henry Fonda and George Brent are the men she loves and loses, only to regain one of them in circumstances terrible in the extreme.

Mannequin, M.G.-M.—The familiar love triangle in which Joan Crawford and Spencer Tracy part and rejoin with frequent and earnest fervency. Promising work by a newcomer, Alan Curtis, in a study of a blackmailing husband.

Penitentiary, Columbia.—This prison drama is strong meat—an earnest effort to show the horror of men in cages. John Howard, murderer by accident, gets inside the skin of his part. Walter Connolly and Jean Parker support. Not a film for the hyper-sensitive.

N.A.L.G.O. EXAMINATION SUCCESSSES.

The following candidates secured passes in the examinations held in May:

INTERMEDIATE GRADE

Name	Department	Authority
H. A. Barker	Electricity	Stepney B.C.
P. J. Barsby	Clerk's	Long Eaton U.D.C.
V. J. Beauchamp	Town Clerk's	Sutton and Cheam B.C.
S. G. Beddingfield	Engineer and Surveyor's	Twickenham B.C.
H. Betts	Public Health	Norwich C.B.C.
S. Brown	Electricity	Cardiff C.B.C.
Miss W. M. Chestney	Public Health	E. Sussex C.C.
E. R. Clarke	Engineer and Surveyor's	Barking B.C.
W. R. Cox	Town Clerk's	Hastings C.B.C.
N. Cooper	Education	W. Riding C.C.
L. G. Copus	Education	Leyton B.C.
S. Dandy	Architect's	Lancs C.C.
A. F. E. Davis	Clerk's	Sevenoaks U.D.C.
J. Dixon	Housing	Billingham U.D.C.
A. H. Edwards	Clerk's	Kent C.C.
R. C. Garland	Rates	Taunton R.D.C.
P. B. Harris	Electricity	Leicester C.B.C.
D. Harrison	Education	Middlesbrough C.B.C.
S. A. Hawkes	Water	Norwich C.B.C.
W. A. Hume	Clerk's	Darlington R.D.C.
C. F. Hurford	Borough Treasurer's	Barking B.C.
K. S. Langrish	Electricity	Oldham C.B.C.
R. W. Leach	Public Health	Willenden B.C.
E. A. Lewis	Architect's	Exeter C.B.C.
L. T. Luck	Electricity	Ilford B.C.
T. P. McKniiff	Public Health	Wakefield C.B.C.
N. Mellor	Town Clerk's	Southport C.B.C.
R. S. Moyle	County Roads	Devon C.C.
M. W. Murrish	Accountancy	Seaham U.D.C.
G. W. Nicholls	Publicity and Attractions	Southport C.B.C.
S. C. Potter	Town Clerk's	Bath C.B.C.
J. R. Purling	Waterworks	Norwich C.B.C.
E. T. Read	Education	Leyton B.C.
A. V. Richards	Clerk's	Qadby U.D.C.
F. A. Rowse	Education	Croydon C.B.C.
C. W. Shepherd	Electricity	Barking B.C.
H. L. Simpson	Treasurer's	Harrrogate B.C.
S. W. Slade	Education	Devon C.C.
H. T. Slaney	Treasurer's	Plymouth C.B.C.
F. J. H. Tingey	Electricity	Barking B.C.
G. H. H. Walker	Town Clerk's	Warrington and Wallington B.C.
C. P. Ward	Clerk's	N. Riding C.C.
H. W. West	Engineer and Surveyor's	Exeter C.B.C.
J. Williams	County Roads	Devon C.C.
A. E. Wilson	Clerk's	Lindsey C.C.

FINAL GRADE

A. Allen	Town Clerk's	Middlesbrough C.B.C.
F. Bielby	Water	Harrrogate B.C.
W. Bosomworth	Electricity	Harrrogate B.C.
J. R. Brookhead	Clerk's	Somerset C.C.
J. A. Butler	Electricity	Harrrogate B.C.
J. H. F. Butler	Public Health	Ilford B.C.
N. A. Cann	Finance	Surrey C.C.
A. A. Cornell	Electricity	Heston and Isleworth B.C.
T. Gains	Education	N. Riding C.C.
L. O. Gooden	Treasurer's	Hampshire C.C.
L. E. Haines	Treasurer's	Willenden B.C.
L. Hobson	Weights and Measures	W. Suffolk C.C.
W. H. Kirton	Treasurer's	Sunderland C.B.C.
C. A. Norman	Education	Hampshire C.C.
H. H. Walker	Treasurer's	Harrrogate B.C.

Of the 112 candidates who sat for the intermediate grade 45 passed. In the final grade 15 passed out of 24.

HEADQUARTERS ANNOUNCEMENTS

N.A.L.G.O. 24, Abingdon St., Westminster, S.W.1. Telephone: WHitehall 9351. Telegrams: Natassoc, Parl., London

General Secretary : L. Hill.
Deputy General Secretary, Legal
Secretary and Insurance Secretary : J.
Simonds, M.A., Barrister-at-Law.

Accountant : H. G. Baker.

Organizing Secretary : J. B. Swinden.

Education Secretary : H. Slater, B.Sc.
(Econ.), F.C.I.S.

Special Activities Secretary : H. Wright.

Public Relations Officer : A. Spoor.

Divisional Secretaries :

Metropolitan and Eastern : T. M.
Kershaw, 24, Abingdon Street, S.W.1 ;
WHITEhall 9351.

North Western and North Wales :
Haden Corser, 2, Mount Street, Man-
chester, 2 ; Blackfriars 7668.

North Eastern and Yorkshire : W.
Cecil Wood, 12, East Parade, Leeds, 1 ;
Leeds 24861.

East Midland, West Midland, and South
Wales : J. E. N. Davis, Prudential Build-
ings, St. Philip's Place, Birmingham, 3 ;
Central 1836.

South Eastern, Southern, and South
Western : F. Thomas, Room 60, Somerset
House, Reading ; Reading 3880.

Scottish : J. M. Mortimer, 67, West
Nile Street, Glasgow, C.1 ; Douglas 404.

COST OF LIVING

The average percentage increase in the
cost-of-living index over the July, 1914,
level for each of the past six months is :

February 57	May 56
March 56	June 55
April 54	July 59

The percentage increases for the past
three months in each of the five groups

on which the index figure is based are :

	May	June	July
Food.. ..	39	38	46
Rent	60	60	60
Clothing	110	110	110
Fuel and Light	85	80	80
Other items	75	75	75

NEWSPAPER CUTTINGS

Will correspondents sending news-
papers and press cuttings to Head-
quarters please indicate clearly, both
on the envelope and inside, for which
department they are intended ?

At the present time so many press-
cuttings are being sent to the Public
Relations Officer that, unless this is
done, material intended for other
departments may not reach them.

HEADQUARTERS AND BRANCHES

The following circulars have been sent
to each branch secretary :

June 22

63/ORG/38 enclosing copy of " Facts from
the Annual Report, 1938," of which
further copies are available.

64/ORG/38 asking for information as to
potential and actual membership of
the Association.

65/ORG/38 enclosing copy of the N.E.C.'s
" White Paper on the National
Campaign on Salaries and Service
Conditions.

66/P.R./38 asking for information as to
propaganda material issued by local
authorities.

67/GEN/38 concerning the N.A.L.G.O.
Legal Defence Scheme.

69/GEN/38

(a) The new life membership subscrip-
tion to the Benevolent and Orphan Fund.
(b) Life membership ballot scheme.
(c) Additional income for the

70/SA/38

(a) Vacancies at the Holiday centre.
(b) Continental holidays.
(c) Boots' Booklovers Library form.
(d) List showing holidays available
cargo and other boats.

(e) New prices of N.A.L.G.O. sports

IMPORTANT DATE

August 31.—Branches to remit all mo-
dues to the Association to Headquarters

WEEK-END SCHOOLS

On September 9 and 10 at Exeter
the South Western district will hold a
Week-end School at which well-known
lecturers will discuss : " Democracy
and Local Government," " Place of
Personal Service in Local Government,"
" Future of Local Government " and
" Finance in Relation to the Planning
of Local Government." Particulars
from Mr. W. S. Steer, " Treleigh,"
Vaughan Road, Heavitree, Exeter,
(from August 15 to 31) " Treleigh,"
Sydenham Damarel, Nr. Tavistock,
Devon.

MORE "BEANOS" MUST BE SOLD

Big Effort for Last Lap in Selling Race

The competitors in the race to sell the
largest number of " BEANOS " are now
entering on the last lap. On August 31 the
winning post will be passed and six valu-
able prizes comprising free holidays, in
1939, in Switzerland, the French Riviera
and at the N.A.L.G.O. holiday centres,
will be awarded to those who have by their
individual efforts done most in extending
the sales of " BEANO 1938 " to help re-
plenish the coffers of the N.A.L.G.O.
Benevolent and Orphan Fund. Are you in
the running ?

Only two thousand copies are now avail-
able for sale during the month. Thus
members acquiring this supply will auto-
matically preclude others from obtaining
further copies.

To increase sales over previous years
to any great extent will necessitate widening
the circulation beyond the sphere of local
government offices. So long as " BEANO "
remains at the office its sales can never
expand as they should.

This year's number must be a pioneer,
must be sold to the public, must find its
way to friends, parents and relatives of all
those members who in many other ways
are giving generously to the fund. It seems
only fair to make every effort to get the

" outsider " to help foot the bill for
benevolence which besets the fund. A
few kindhearted people at each branch
possessing the happy knack of salesmanship
and willing to find time to put that gift to
full effect could, in a few years, help to
make " BEANO " a national annual.

Branches are strongly urged to sell every
copy sent, for each copy returned re-
presents a dead loss to the Benevolent and
Orphan Fund. Please, therefore, do your
best to " sell out."

Further supplies may be obtained from
Headquarters.

(Continued from next column)

Mentone			
9 days	£12 11	6	(by rail)
16 days	£16 0	0	(by rail)
13 days	£14 9	2	(by motor coach from Paris)
16 days	£17 15	2	(motor coach between Mentone and Paris, both ways, and 4 days in Paris on return journey).

Note : All prices quoted above for France
are subject to 4% reduction, and include
2nd class throughout, with 1st class on
boat. Full particulars will be gladly sup-
plied from N.A.L.G.O., 24, Abingdon St.,
London, S.W.1.

SWISS AND RIVIERA HOLIDAYS

Through France by Coach

The months of June and July have seen
the return, from Switzerland and the
French Riviera, of a number of N.A.L.G.O.
visitors who have without exception paid
tribute to the organisation of the holidays
and whose remarks seem to be adequately
summed-up in the words : " Thanks for
a marvellous time."

Those who have postponed booking
holiday abroad are now invited to do so.
The motor coach journeys from Paris to
Mentone are proving most popular, and
members who have still to make arrange-
ments for their holidays are urged to give
this type of holiday a trial. See from the
prices given below how inexpensive a
holiday abroad can be.

SWITZERLAND—16 Days

Montreux	£16 12 6	Lucerne	£16 15 6
Lugano	£16 1 6	Locarno	£15 18 6
Interlaken			
	£17 1 6		

FRANCE

Paris			
4 days,	£6 1 9	5 days,	£6 15 9
8 days,	£9 18 2	9 days,	£10 14 8

(Continued at foot of previous column)

SALARIES and SERVICE CONDITIONS



SUPERANNUATION

Oldham.—The council, at its last meeting, adopted the following table to apply in connection with non-contributory service under the Local Government and Other Officers' Superannuation Act, 1922:

Up to 15 years	120ths
15—18 years	110ths
18—21 years	100ths
21—25 years	90ths
25 years and over	80ths

Bilston.—The council has held the statutory meeting and decided to adopt the 1922 Act from October 1, 1938. The number of designated posts is—officers 57, servants 186.

Milford Haven U.D.C., and Oundle and Thrapston R.D.C. have recently adopted the 1922 Act, the appointed day in the latter case being April 1, 1938.

The following authorities have adopted the 1922 Act with effect from October 1, 1938:

Bingley U.D.C.
Hornsea U.D.C.

In the West Riding of Yorkshire there remain only two authorities without schemes of superannuation, viz., **Halifax C.B.C.** and **Hebden Royd U.D.C.** Certain new authorities constituted under the Review Order on April 1, 1938 have not adopted the Act, but members of the staffs transferred from dissolved authorities who were subject to superannuation under their former councils are being accommodated for the time being in the county council scheme.

Cheltenham Spa.—The council agreed on July 4 to proposals by the Finance Committee for the preparation of a superannuation scheme for employees, and adopted a recommendation that the Town Clerk be instructed to prepare a formal modifying scheme and that application be made to the Ministry for its confirmation.

The modified scheme has been formulated in accordance with the provisions of the Widows, Orphans and Old Age Contributory Pensions Act, 1936, as amended by the Superannuation Act of 1937.

SALARIES

Liverpool.—The corporation has formally adopted and included in their standing orders the Scales D (£360—£405) and E (£420—£460) of the Lancashire and Cheshire provincial council grading scheme for male officers.

Rochdale.—The corporation has finally adopted the model grading scheme submitted by the Lancashire and Cheshire provincial council for their professional, technical, administrative and clerical staffs.

Newport.—The council has adopted an improved scale of salaries for school nurses and health visitors.

York.—The council has adopted revised scales of salaries as follows:

MALES.

Juniors and third class clerks	£40 (at age 16) — £120 (at age 23)
Second class clerks : Grade II	£130 × £10 — £210
Grade I	£220 × £10 — £240
First Class Clerks :	£250 × £10 — £280
Engineering Assts. : Grade II	£250, £266, £280
Grade I	£280 × £12 10s. (3), £7 10 — £325

Accountancy Assistants :	£280 × £12 10s. (3), £7 10s. — £325
Asst. Sanitary Inspectors :	£260 × £10 — £320
School Enquiry Officer :	£180 × £10 — £210

FEMALES.

Juniors and third class clerks.	Same scale as for Males.
Second Class Clerks : Grade II	£126 × £6 — £168
Grade I	£178, £188, £200

Halifax.—The council has revised grade 4 of the salaries scales by the addition of two further increments. The grade, based on age, is now as follows:

22 years ..	£145	25 years ..	£205
23 ..	£165	26 ..	£217
24 ..	£185	27 ..	£230

Sheffield.—The council recently approved a revision of the salaries scales for females. Special scales for certain departments have been abolished, and the following scales for females, of general application for clerical staffs, have been put into operation with effect from April 1, 1938:

Grade I		Grade II	
16 years ..	£40	22 years ..	£120
17 ..	£52 10s. 23 ..	23 ..	£130
18 ..	£65 24 ..	24 ..	£140
19 ..	£77 10s. 25 ..	25 ..	£150
20 ..	£90	Grade III	
21 ..	£104	£160 × £10 —	£180

These scales will also apply to women librarians, in respect of whom there are two further scales with maxima of £220 and £250 per annum, respectively.

Enfield branch has granted leave to its staff on one Saturday morning in every four.

MORLEY COLLEGE Lectures on Social Services

Morley College, 61, Westminster Bridge Road, S.E.1, will be enrolling students from September 19 to 23, and commencing classes on September 26. This college, which caters for those who are interested in study for its own sake and do not necessarily wish to sit for examinations, provides an opportunity for workers to utilise their winter evenings in a pleasant and instructive way. Classes include science, languages, music, art, English literature and drama. Of special interest to N.A.L.G.O. members should be the lectures on social services and public administration. The Secretary of the college will be pleased to furnish further particulars.

CITIZENSHIP IN THE SCHOOL New Form of Education Expounded

IN a little volume entitled "Actuality in School" (Methuen, 2s. 6d.), G. J. Cons and Catherine Fletcher recount what the foreword describes as "an educational experiment." To those of us who suffered under an educational system which had as its basis a thorough grounding in the "three R's," whose education in geography consisted of a list of the capes and bays of England, whose memories of history comprise a long list of dates interspersed with events such as the vaguely suggestive Diet of Worms, this fascinating book is more than an account of an educational experiment—it is, rather, a glimpse into Paradise. Its pages seem to indicate that education may be enjoyed rather than endured.

Realising that the foundation of an education which will fit the child for its future as a citizen of a democratic state is contact with actuality, the authors have taken a class of children from a school in a built-up area of industrial London and have invited them to study their own neighbourhood. They have presented them with opportunities to investigate and to come into close contact with the lives of those workers whom the children meet every day, the postman, the dustman, the foreman, and the workpeople of the factories in the school's environment.

Personal Investigation Encouraged

The postman, the fireman and the dustman are asked to undergo the ordeal of the children's cross-questioning in the classroom. A full account of some of these interviews is given, with the children's questions and the answers they received and the following up of the preliminary investigations by visits to the various depots from which the workers came. 'There are also chapters debating the claim that the microphone and film can bring an understanding of the realities of a communal world. Finally the authors examine the possibilities should this "actuality method" of education become an integral part of a school curriculum.

This, then, is far more than an account of an educational experiment. It is a recipe for the self-enlightenment of all who would call themselves citizens, whether they live in the suburb of a great city or in a rural village. To quote from the final chapter—"Adjustment to the social world to-day; involving as it does conscious awareness and understanding, is not just a question of adjustment to a limited environment but must, of necessity, involve an awareness of complexities of international significance. How many of us are in close contact with actuality? Have we ever tried to discover how the other fellow lives? If we missed actuality in our school days let us experiment now. That conscious awareness, that sympathetic understanding of the lives of people around us, may prove a sovereign remedy for the ills born of misunderstanding which beset the modern world."

R. T. B. H.



SCOTTISH NOTES

THESE "notes" were written in Glasgow on the Fair Saturday when all the offices were closed, and the town almost as quiet as on a Sunday. It was pleasant to think of the thousands of engineers, factory and warehouse workers enjoying the bright sunshine at the coast and in the country, many of whom for the first time in their lives were paid during their holidays.

Whitley Council

The Whitley Council has now made a definite recommendation to the local authorities of Scotland. It was decided to begin by adopting a resolution covering all but eight or nine of the larger local authorities. The resolutions state that : Local authorities should adopt a definite scheme of grading for the administrative, clerical and technical staffs, specifying entrance qualifications, grades for various classes with appropriate salary scales and regulations governing promotion ; The minimum basic scale for full time male clerical and technical assistants should be as follows :

JUNIORS.

AGE	SALARY
16	£35
17	45
18	55
19	65
20	80

ADULTS—(Aged 21 and over)
£105 x 15—£180

Increments within the above scale should be payable on a certificate from the head of the department that the work, conduct and general efficiency of the employee have been satisfactory ;

In applying the above scale a local authority may require the possession by an employee of certain specified educational qualifications which should be not lower than the Day School Certificate (higher) ;

The above scale should be applicable to local authorities with a population of 5,000 and over, except where a more favourable scheme is already in operation ;

Where a rural county council, or other local authority, considers that exceptional circumstances exist which justify a modification of the above scale in its application to the employees of such local authority, it may appeal to the Joint Industrial council for a modified scale stating the ground upon which the modification is justified. The Joint Industrial council shall then consider the representation and make such recommendations as it considers fit ; and that,

Subject to the foregoing provisions, local authorities be recommended, as far as practicable, to put into operation those scales given in the second paragraph as from the beginning of the first full

pay period commencing on or after November 1, 1938.

Certain proposals were made regarding scales for females, but it was agreed to adjourn their consideration until the next meeting.

Falkirk Branch

Mr. Cormie, the energetic secretary to the branch, reports that the town council and the library committee have approved the branch's application for juniors with the higher-grade leaving certificate to receive a special increment of £15. The qualification for entrance to the Service is now the day school higher certificate. The resolution means that those who have entered the Service with the higher qualification will be placed higher on the scale.

Lanarkshire Branch

Some time ago, the divisional secretary interviewed the staffing committee regarding the council's resolution withdrawing subsistence allowance to those absent from the office on duty during meal hours. On behalf of the Association it was contended that the council's resolution amounted to a breach of contract, and it was decided to consult heads of departments as to the understanding on the subject when men were taken on to the staff. The council, having received these reports, has now approved that :

The principle of paying subsistence allowances should be restored ;

A fixed luncheon allowance of 2s. per day be granted only where absence from the ordinary place of duty on business within the county exceeds five hours ; and

Where the absence from the place of duty was on business the county, expenses be paid on production of receipted voucher.

News From Other Branches

Ayrshire.—At a recent meeting executive, the question of placing new grade was discussed at some. The divisional secretary reported whilst the matter was proceeding unlikely that there would be any until September, when he considered all reasonable demands would be met.

Renfrewshire.—The divisional secretary met the staffs and a number of members joined.

Kirkcudbright.—At a branch meeting the divisional secretary spoke on annuities problems and it was decided that the approach to the county regarding certain difficulties be left to the president, and to the secretary branch.

Orkney.—The branch met on Friday, presided over by Dr. Marwick, Director of Education. The divisional secretary addressed the meeting on superannuation problems and the working of various councils.

Proposed New Branches.—On Friday, to address a meeting at Orkney, the divisional secretary made a number of journeys en route to Thurso, calling on officers at Inverness, Conon-Bridge, Dingwall, Bonar-Bridge, Golspie, Wick and Thurso. The new branch for Ross & Cromarty is now functioning and their first meeting on behalf of a member has been successful. As a result of visits in Sutherland, Caithness, new branches are likely to be formed shortly.

SCOTTISH Y.H.A.

Hikers and cyclists will be interested to know that there are sixty Youth Hike Associations in various parts of Scotland. Accommodation and charges are similar to those of the English Y.H.A. The membership fee is 1s. a year for those over 21 and 2s. 6d. for those under that age. The national office of the Association is at 13, Rutland Square, Edinburgh, 1.



AT ST. ANDREWS—a group taken just before the inauguration of the Scottish Summer School, attended by thirty-three students. Mr. J. L. Holland, president of the Association, presented the J. E. Highton Memorial prizes to G. L. Sowerbutts, Dundee (Class I) and R. A. Nixon, Glasgow (Class II).

RELIABILITY

A characteristic of the Nalgo Building Society which places it "head and shoulders" above other societies is its resemblance to N.A.L.G.O.—the Association from which it grew—in one important detail. That is, its aim to safeguard the interests of local government officers.

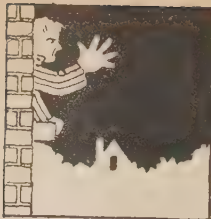
The knowledge of this fact and the confidence which springs from it are powerful arguments in favour of buying a house through this Society. You can be sure of the Society's reliability, straightforwardness and economical terms.

Advances are made at $4\frac{1}{2}\%$ and $4\frac{1}{4}\%$. In approved cases 100% of the value or the purchase price (whichever be the lower) is advanced.

Prospectus and "100% Advances" booklet, sent on request.

NALGO BUILDING SOCIETY

24 Abingdon Street, London, S.W.1



FROM MY BOOKSHELF

By Jonas Praps



Light Literature

IF you are not already on holiday I suppose you will soon be "beside the seaside" or otherwise on holiday bent, and your thoughts will tend to the lighter side of "things bookish," so I propose making this month's notes fit the time of the year.

Iceland, probably, has more trying weather than England, but as I write, it is difficult to imagine that possible. Professor Hans Ahlmann writes of swollen rivers, fearsome gales, earthquakes, and the like in his delightful account of the exploration of the Icelandic ice-fields. First, of the trip by ski and sledge to the high plateau of the glacier and, secondly, of a journey on horseback to its edge. You may skip the none-too-prominent scientific details there, as plenty of the more human and personal narrative will attract you in "Land of Ice and Fire" (Kegan Paul, 12s. 6d.).

There is a subtle relish in Mr. Disher's title "Winkles and Champagne" (Batsford, 12s. 6d.). It would seem that he wishes to create the impression that the music hall is not quite of the best theatrical art but a trifle mixed in type. He gives us the story of the music halls, illustrating his facts autobiographically. Old stars and new stars appear. Marie Lloyd, Dan Leno, and Vesta Tilley light the celestial panorama for Gracie Fields, Nellie Wallace and Will Fyfe among the moderns. There is, of course, tragedy and failure as well as success in this record, and it is well to have set down for us something of both sides of the picture. The book is entertaining, and the illustrations a delight.

Should you be cruising down the West Coast of Scotland buy or borrow "Off in a Boat" by Neil Gunn (Faber, 10s. 6d.). It might be unwise to let the lure of freedom and a passion for the open air grip you as it gripped Neil, that is, to the extent of giving up a safe job in the civil service. Neither he nor his wife had any experience in navigation when, figuratively speaking, they burned their boats behind them and sailed in search of freedom and adventure.

S. P. B. Mais has added to his long series of descriptive books on England another entitled "Walking in Somerset" (Chambers 7s. 6d.). If he does not induce you to copy him in his tours he will, at least, enthrall you in his topic.

Lighter Literature

The title of Elizabeth Cambridge's new book is "Spring Always Comes" (Cape, 7s. 6d.). Her story is of a modern young family, each with their own peculiarities.

Stories covering long periods of time are seldom a great success. "By Greta Bridge," by L. Goodrich (Hodder, 8s. 6d.), is the story of a village by the River Greta in Yorkshire. From Roman times to the present, the lives and loves of the villagers are pictured, in general, and in two families

particularly; there is considerable charm in the writing.

Don't allow the title or the jacket of "Fool's Melody" (Robert Hale, 8s. 6d.) to frighten you. The family's holiday experiences may be yours. You go away for a quiet holiday, little knowing what may befall you, at least, Doctor Leonard, his family, and a few patients found it so. Their quiet restful holiday was rudely disturbed, chiefly through the eccentricities—not quite the right word—of one of the patients, Sidney Patch, a musician of no mean quality.

As you sit about in beach attire and watch the movement on the "front" it will be a variation for you to read a story full of movement and life: movement of full flavour, but not the seaside holiday type, is recorded in "Crippled Splendour" (Nicholson and Watson, 8s. 6d.). It is the movement of sieges, battles, court life,

You know, as well as we do, what "death benefit" implies and how awkward a thing it is to advertise. But it is a thing you must think about sometime.

There is a little scheme organised by N.A.L.G.O. which will bring £20—and bonus—to your dependants immediately you die.

Even if your life is heavily insured, this amount would be most useful in covering travelling and funeral expenses. Claims are generally settled by return of post.

The contributions are extraordinarily low, and a medical examination is seldom required. A man aged 27 next birthday pays only 9d. a month, and contributions cease when he's 60. Write for literature to:

NALGO PROVIDENT SOCIETY,
24, Abingdon St., S.W.1.

of the days following Agincourt, the chief figure being James, the ancestor of the Stuart kings. It tells of the tragedy of his life and of his twelve years as King of Scotland. The book has been hailed as a fine piece of writing.

Here, briefly, are a few books which the holiday-maker may find useful for wet days. The seeker after mystery may do worse than try "Sinister Crag," by Newton Gayle (Gollancz, 7s. 6d.). Gayle is new to me but his new story of death in the Lake District is good. Those who know the Lake District will know also how sinister a crag may look.

Equally good but entirely different in style is Margery Allingham's "The Fashion in Shrouds" (Heinemann, 8s. 6d.). It is "for the connoisseur of detective fiction" so the blurb tells us.



By Neville Hobson

CORRESPONDENCE

SINCE the last competition, solutions were sent direct to me. Beverley, I have had correspondence with an increasing number of readers.

Questions as to the most suitable I to read are frequently asked, and from time to time I will suggest titles for those B players who desire to take up Con Auction Bridge is relatively a simple game and the Baby Book on Auction Bridge, A. E. Manning-Foster (1s.) is quite adequate for the ordinary player.

Recently I received an interesting letter from a correspondent in Greenwich, suggested that these articles should at an early date take the form of a summary course dealing with Contract bidding play generally, and I would appreciate views of other readers on this matter.

Contract Course: Owing to the limited space at my disposal, any such course would have to be of a tabloid nature, it would be possible to deal with matters as (a) Honour Trick valuation bidding purposes, (b) Initial Bids, Supporting Bids, (c) Jump Bids (indicating a strong hand), (d) Pre-emptive or Shut Bidding, (e) Slam Bidding, (g) Conventions, (h) Play of the hand.

Players who have had considerable experience sometimes find it advantageous to read and consider again the basic principles which have stood the test of time, and I would like to hear from readers whether such a summarised course would be of interest. A post card addressed to Neville Hobson, Beverley, E. Yorks, will suffice.

Books: The following inexpensive book on Contract can be recommended—the first two being published at 1s. each and the second at 2s. 6d.: "Contract Bridge 20 Minutes" by Harold Thorn; "The Baby Contract Book" by A. E. Manning-Foster; "Contract Bridge" by H. Graham.

Coaching: Most permanent Bridge Clubs have now experienced players who are willing to give lessons on reasonable terms. This is by far the best and quickest way to learn Contract, as a good coach can explain the reasons for the accepted principles and conventions when the different situations occur.

Conventions: Beginners should not allow themselves to be put off by the bogosity of Conventions. Admittedly the intricacy of some of these are a real tax on the novice, but the proposed course would summarise certain rules and understandings which indicate the holding of good hands in reasonably natural methods, and there is really no need to attempt to learn such conventions as the One Club or Two Club in the early stages of the game.

These are entirely artificial and are in no way necessary, though after experience has been gained it is an advantage to know these systems in order to be able to defend properly when playing against people who use them.

E. DISTRICT MEETS Whitley Council Elections

Impressions of the Blackpool Conference were given by Messrs. F. A. Bristow and J. Dean at a meeting on June 25 of the district committee at the De-la-Warr Pavilion, Bexhill. As a result, the executive committee was instructed to consider and report on:

the position, in the district, of salaries and service conditions in connection with the national campaign; the possibilities of introducing a "quota" system for contributions to the Benevolent and Orphan Fund; and, how best to encourage and help those branches unable to send delegates to Conference.

The report of the representatives to the setting of the exploratory committee and the establishment of the Southern Home Counties Provincial Whitley Council was discussed, and the members to occupy the seven seats allocated to N.A.L.G.O. were elected. The scheme for future elections as referred to the executive to draft and present at the next meeting.

The sports secretary, Mr. S. A. Baker, announced a swimming gala with the Metropolitan district in September, at Worthing, and was authorised to make the necessary arrangements.

It was announced that the district had won the senior Benevolent and Orphan and trophy for contributing 4s. 8d. a member. The chairman then presented the shield to the Isle of Thanet branch which contributed £1 10s. 2d. a member.

COVENTRY SCHOOL TROPHY To Encourage Civic Interest

The claim that, given the right stimulus, the right approach, boys and girls would find an absorbing interest in civic affairs, was made by the City Librarian of Coventry, Mr. E. Austin Hinton, when, as



president of the local branch, he presented a shield to the Coventry education committee for competition amongst children from elementary schools in an annual essay on aspects of local administration.

(Continued in next column)

N.A.L.G.O. INSURANCES Increase in Car "No Claim" Bonus

The existing arrangements whereby members of N.A.L.G.O. can insure their cars at preferential terms are generally agreed to be excellent but a further concession has been obtained from N.A.L.G.O. Underwriters. The "no claim" bonus scale has been improved, as follows:

1st year free of claim	20%
2nd consecutive year free of claim	25%
3rd and subsequent consecutive years free of claim	33%

It has also been agreed that in the case of a member transferring from another office, if he is entitled to a "no claim" bonus he will obtain from N.A.L.G.O. Underwriters the same percentage as is offered under his previous policy with a maximum of 25 per cent. Hitherto, the maximum on transfer was 20 per cent.

The above amendments become effective as from August 1, 1938, in the case of new proposals, and from September 1 in the case of renewals of existing policies.

(Continued from preceding column)

Children were to become citizens, as well as inhabitants, of their localities.

The chairman of the education committee, the Rev. Richard Lee, commented on the spirit of the officials of the Council who, he said, "recognise that their work can only achieve proper results if we have a public-spirited, enlightened and devoted citizenship."

This is a valuable kind of propaganda and will appeal to many branches wishing to stimulate in the minds of future ratepayers an interest in local government.



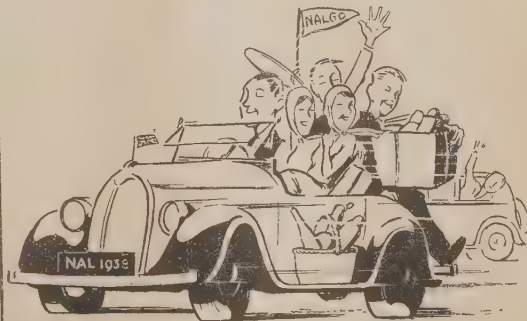
WHAT DO YOU GET IN RETURN?

Apart from the acknowledged advantages of National Health Insurance what additional benefits do you receive?

Are you entitled to 100% grants towards dental, optical and hospital treatment, 75% of the cost of surgical appliances, free residence at a fine convalescent home, maternity benefits, and protection from want and distress? Ask your local correspondent for details of the Nalco Approved Society and see page 235 of the July number of this Journal for details of benefits paid.

HOW TO HELP

THE N.A.L.G.O. BENEVOLENT & ORPHAN FUND



ARRANGE A BRANCH "CAR-FLIP"

Get together, all you proud car owners! And arrange car outings amongst your colleagues. You provide the car, your passengers bring the "eat" and pay a contribution to the Fund, as "fare."

Those interested please communicate with N.A.L.G.O., 24, Abingdon Street, London, S.W.1.

NATIONAL EXECUTIVE COUNCIL

Committees to Consider Means of Improving Conference

A BIG programme of work for the year was decided upon at the first meeting of the newly-elected National Executive Council, held at 24, Abingdon Street, on July 9. Mr. A. A. Garrard, the Chairman, presided over a gathering consisting of:

H. Allen	E. H. Mason
H. J. Altoun	F. V. Merriman
A. G. M. Archibald	C. J. Newman
W. W. Armitage	T. Nolan
E. F. Bacon	A. Denton Ogden
J. T. Baker	A. Pinches
W. A. N. Baker	H. G. Pope
J. Brown	E. L. Riley
A. G. Bolton	C. A. W. Roberts
J. H. Clark	L. E. Rumsey
R. W. Coppock	H. Russell
F. E. Cox	R. T. Shears
A. B. Day	J. W. Singleton
G. S. Fraser	H. W. Smith
A. J. Gould	R. E. Sopwith
V. Grainger	E. J. Stead
D. L. Griffiths	H. Taylor
F. H. Harrod	L. H. Taylor
P. H. Harrold	J. H. Tyrrell
R. E. Heron	J. W. Vince
J. L. Holland	J. H. Warren
W. E. Hudson	E. A. S. Young
W. H. Legh-Smith	Miss E. Dawson
G. Llewellyn	Miss I. Stansfield
S. Lord	

Apologies for non-attendance were received from Messrs. F. D. Barton, J. Chaston, T. Freeman, D. J. Parry, G. A. Stone, and L. Worden.

CONFERENCE, 1939

MOST of the Committees had discussed and approved a suggestion that consideration of the motions to be placed on the agenda of the 1939 Conference be begun at once, with a view to providing debates of greater public importance and interest, and that steps be taken to reduce the amount of time devoted to domestic questions of minor importance. Reports and suggestions were called for, and are to be considered at the next meetings of the Committees and Council.

A hearty welcome was given to the new members of the Council—Miss Dawson and Messrs. W. E. Hudson, R. T. Shears, H. W. Smith, H. Russell, and J. H. Tyrrell.

The following were appointed to represent the Association on the various Committees of the International Union of Local Authorities for 1938-39:

FULL COMMITTEE:

W. W. Armitage	P. H. Harrold
A. A. Garrard	J. L. Holland
J. W. Singleton	General Secretary

STANDING COMMITTEE FOR GREAT BRITAIN:
P. H. Harrold General Secretary

PERMANENT BUREAU:
General Secretary

Messrs. C. A. W. Roberts and T. Nolan were elected to represent the Association on the International Hospital Association for the year 1938-39.

Honorary Members

As a mark of appreciation of the outstanding services they had rendered it was decided to elect Messrs. F. R. Finch, F. J. Willett, and J. W. Wilkinson as Honorary Members of the Association.

The Council then considered the reports of the Committees which had met on the previous day.

SERVICE CONDITIONS AND ORGANIZATION

MR. H. ALLEN (Yorkshire), who had been re-appointed Chairman, presented the reports of meetings held on May 20, June 6, and July 8. Mr. E. L. Riley (North Western) had been re-appointed vice-chairman.

Legal Defence Scheme

At the meeting on May 20 it was decided to inaugurate a legal defence scheme for the protection of midwife members of the Association against any liability arising out of the performance of their official duties, the annual premium to be 4s. It was also decided to organize conferences of midwives and A.R.P. officers to give opportunity for discussion of professional problems.

At the meeting on July 8, the Association's representatives were appointed for the following year on the London and National Society for Women's Service, the National Industrial Alliance, the Air Raid Precautions Joint Committee, and the National Joint Advisory Council for the Local Government Service.

Appointments at Inadequate Salaries

The resolution passed on this subject at the Annual Conference was considered, and it was decided to discuss the whole question with the associations of local authorities at the same time as those associations are interviewed in connection with the Compulsory Whitley Councils Bill.

L.C.C. Staff Association

It was reported that there had been talks between representatives of the Association and the L.C.C. Staff Association on the question of a merger of the latter with N.A.L.G.O. The negotiations are to be continued.

Whitleyism

A report on the present position with regard to the formation of Provincial Whitley Councils revealed that such Councils had been set up for the East Midland and South Eastern Districts, and that steps were well advanced in the Eastern and South Wales and Monmouthshire Districts. It was decided to make representations to the associations of local authorities in an endeavour to secure their support for the Compulsory Whitley Councils Bill.

Aberdare

A report was presented on the settlement of the difficulties which had arisen between members of the staff and the Aberdare Urban District Council. Both the Aberdare Branch and the South Wales and Monmouthshire District Committee have

expressed their appreciation of the taken by the National Executive.

Mechanization

As a result of the reference for the Annual Conference, it was decided branches should be communicated and asked to supply comprehensive information on the extent of mechanization in their authorities, with particular reference to the displacement of male workers by female machine operators.

EDUCATION

Mr. C. A. W. Roberts (North Western) was appointed chairman and Mr. Newman (South Western) vice-chairman. Mr. Roberts reported that:

The Committee had placed on its appreciation of the services of J. Chaston, who had retired after 15 years in the chair.

Examinations

112 candidates sat for the International Examination, compared with 100 in May, 1937, and 24 for the Final Examination, compared with 25 a year ago. The Committee had decided that the Association's Examinations should be held in future on Wednesday, Thursday, Friday, and Saturday, in May and December.

The Committee had decided to suggest special regulations in connection with examination for Assistants in Assemblies in Departments in Scotland.

Scholarships

The Scholarships Scheme, based on principles included in the annual report, submitted to the Conference, had been approved, and a Selection Board to allocate upon the theses would shortly be established.

Area Education Committees

A report of a special sub-committee appointed to consider Area Education Committees was approved and adopted. The report, which dealt with the constitution and functions of Area Education Committees and the financing of them, was circulated to District Committees and Area Education Committees.

Prize Essay Competition

Consideration had been given to the Sir George Chrystal Prize Essay Competition. In future, the competition would be open to those in receipt of a salary of £400 or less, and a prize of 5 guineas would be awarded to the author of the best essay submitted.

University Courses

Constantine College, Middlesbrough, had been recognised as an examination centre for the University of London Extension and Tutorial Classes Council Diploma in Public Administration. The committee recommended the allocation of £500 for the purpose of grants to Universities in respect of the academic year 1938-39—a recommendation confirmed by the Council.

respondence Institute

20 students had enrolled in 1938 up May 31, compared with 203 for the period in 1937. Details were given of arrangements made in connection with the courses for the examinations of the Incorporated Association of Rating and Valuation Officers.

LAW AND PARLIAMENTARY

MR. P. H. HARROLD (Honorary Solicitor for England) who had been re-appointed chairman of the Committee, reported that:

Architects Registration Bill

The amendments submitted to the promoters by the Association, which the promoters have agreed to accept, were moved and passed during the consideration of the Bill in Committee.

Solicitors Amendment (Scotland) Bill

Clause 15 of this Bill provided (inter alia) that no solicitor who is not engaged in private practice as a solicitor shall, without the special leave in writing of the General Council, take an apprentice. That restriction upon town clerks in Scotland might have a very serious effect on the efficiency of the local government service in Scotland, action had been taken by the Association with the object of securing either an amendment of the provision or its deletion from the Bill. It was understood, however, that no further progress would be made on the Bill during the current session.

Draft Food and Drugs Bill

The clause as to compensation suggested by the Association had been inserted in the Bill.

Occupational Disease

Representations had been made to the Home Secretary asking him to make an Order or Orders extending the provisions of Section 43 of the Workmen's Compensation Act, 1925, in relation to certain local government appointments. The representations were based on replies received from branches as to (1) actual cases of injury by disease which have occurred and (2) the nature of the diseases to which members are exposed by the nature of their duties. Generally it was found that officers engaged in the Public Health services were the most seriously affected.

Fire Brigades Bill

The Fire Brigades Bill was presented in the House of Commons on April 27. Provisions are included which are evidently designed to meet the decision in the case of *Whelan v. Billingham U.D.C.* It was found, however, that those provisions might prove detrimental to officers who immediately before becoming professional firemen, hold a designated post for the purposes of the Local Government and other Officers' Superannuation Act, 1922, or who are contributory employees for the purposes of Part I of the Local Government Superannuation Act, 1937, or are subject to a superannuation scheme under a local Act. Action had been taken to secure the necessary amendments.

Candidate's Expenses

Counsel's Opinion had been obtained as to the rights of an officer to receive his expenses of attending for an interview in connection with an appointment, when the officer had not been prepared to accept the appointment on the advertised terms. It was decided that branch secretaries should be informed of the Opinion received, and that they should be requested to inform their members accordingly.

Certificates of Exception

Certain members of the Association who have been included in a Certificate of Exception from National Health Insurance have, after receiving disablement benefit for a period, been given notice to terminate their employment and thereupon the weekly payment has ceased. It was understood that the Minister of Health had advised that he was not aware of any statutory provision whereby the local authority could continue to make a payment to a former employee. It was decided to ask a deputation consisting of the President, the Chairman and Vice-Chairman of this Committee, and the Legal Secretary, to attend at the Ministry of Health Insurance Department with the object of discussing the matter.

Assessment Committees

Two cases had come to the notice of the Association relating to appointments of Clerks to Assessment Committees. In the one case the successful applicant represented a local authority on the assessment committee, and in the other the successful applicant was a member of one of the local authorities represented on the Committee and was also a member of the Rating Committee of that authority. It was decided to ask a deputation consisting of the President, the Chairman and Vice-Chairman of this Committee, and the Legal Secretary, to attend at the Ministry of Health with the object of discussing the matter.

Compensation Appeals

Since the March meeting, the Minister of Health had given the following decisions on appeals submitted to him:

County Review Orders: compensation granted, nil; awarded on appeal, £120 per annum; increase £120 per annum.

Local Government Act, 1929: compensation granted, £32 10s. per annum; awarded on appeal, £45 per annum; increase £12 10s. per annum.

Preston Registration Scheme: compensation granted, £7 16s. 6d. per annum; awarded on appeal, £10 10s. per annum; increase £2 13s. 6d. per annum.

Provisional Order Confirmation (Chester and Derby) Act, 1936: compensation granted, £31 17s. 3d. per annum; awarded on appeal, £48 10s. per annum; increase £16 12s. 9d. per annum.

Provisional Order Confirmation (Ealing Extension) Act, 1937: compensation granted, nil; awarded on appeal, £100 (lump sum); increase £100 (lump sum).

The following cases had been dealt with at headquarters since the last meeting: Compensation for loss of office, 21; Conditions of service of transferred officers, 8; Superannuation appeals, 7; miscellaneous superannuation queries, 346; general legal questions (other than particular cases referred to in the agenda) 63.

FINANCE AND GENERAL PURPOSES

MR. T. FREEMAN (Manchester) was appointed Chairman and Mr. A. PINCHES (Croydon) Vice-Chairman. In the absence of Mr. Freeman, Mr. Pinches took the Chair at the meeting.

It was decided to appoint a small delegation of members from the Council to visit various branches in the Scottish District in the autumn, with a view to stimulating interest in the Association's activities.

PUBLICATIONS AND PUBLIC RELATIONS

MR. L. WORDEN (Metropolitan) was appointed chairman and Mr. J. H. WARREN (North Western) vice-chairman of the Committee. Mr. Warren, in the absence of Mr. Worden, reported that:

Local Government Films

In view of the decision of Conference inviting the Council to examine the question of producing a film on local government administration the Committee proposed to open negotiations with Gaumont-British Instructional who have already embarked upon a series of local government films. The Committee had received a request from the South Western District Committee for a grant for a film which it proposed to produce, with the aid of local cinematograph experts, and intended to offer to meet half the cost of the film, to a maximum of £10, subject to certain conditions. Any similar applications from other branches would be dealt with on their merits.

Future Propaganda

Negotiations were in progress with the Group for Research in Administration and Sociology of the Manchester Municipal Officers' Guild regarding research work which might form the basis of reports to be issued to the Press. Plans were also on foot for the encouragement of civic education in schools, municipal exhibitions, broadcasts, lectures on local government, and the wider celebration of civic Sunday.

Public Relations Correspondents

More than 260 correspondents had now been appointed and many were doing most useful work.

SPECIAL ACTIVITIES

MR. J. W. SINGLETON (North Western) was re-elected chairman and Mr. A. B. DAY (East Midland) vice-chairman. Mr. Singleton reported on a number of matters relating to the administration of the holiday centres and announced that 392 bookings, representing 692 weeks' residence, had been received for holidays under the arrangements made with the Swiss Hotel Plan, Ltd.

Thrift Scheme

In view of the decision of Conference not to approve the formation of N.A.L.G.O. Services, Ltd., the Committee did not wish to bring forward any further scheme at the present time.

BUILDING SOCIETY

THE Committee of Management reported that the following enrolment had been made since the inception of the Society: 21,611 members

for paid-up and partly paid-up shares; 1,927 depositors (N.A.L.G.O.); 1,793 depositors (non-members).

PROVIDENT SOCIETY

MR. T. NOLAN (Yorkshire) was appointed chairman and Mr. L. H. TAYLOR (North-Western) vice-chairman. Mr. Nolan reported that at June 25 there were 18,362 members of the Sickness Scheme, 1,366 members of the Death Benefit Scheme, and 5,932 persons were insured under the Hospital and Nursing Home Scheme.

The reference from the Annual General Meeting instructing the Committee of Management "to explore the question of providing under the Sickness Scheme (Table I) for the insurance of women and/or children of members, and to report to the next Annual General Meeting" had been considered. After a long debate it was decided to defer this question until the next meeting of this Committee.

The constitution of the Committee of Management for 1938-39 is as follows: Mr. T. Nolan, chairman; Mr. L. H. Taylor, vice-chairman; Messrs. A. G. M. Archibald, T. Freeman, and S. Lord, trustees; Mr. W. H. Legh-Smith, treasurer; and Messrs. H. J. Altoun, T. E. Brierley, S. H. Brodie, F. E. Cox, A. C. Eaton, A. J. Gould, W. E. Hudson, and J. W. Vince.

BENEVOLENT AND ORPHAN FUND

MR. E. A. S. YOUNG (Willesden) was appointed chairman and Mr. W. A. N. BAKER (Maidstone) vice-chairman. Mr. Young reported that:

"Beano" Profits

The sale of "beano," produced this year for the first time by Headquarters, would, it was hoped, produce a profit of about £800. Branches would, of course, be credited with amounts in accordance with their sales.

Life Membership

Consideration had been given to the question of ballot schemes at present in operation in connection with the election of members to life membership of the Fund, and it had been decided that schemes in operation should be allowed to complete their cycles and elect members at the fee of £2 2s., but that all fresh schemes must be on the basis of the fee of £5 5s., in accordance with the Conference decision. Branches, however, must submit full details of their schemes, together with names of members participating in them.

Menu Card

An attractively-designed menu card had been submitted to the members and it was decided that it should be printed and sold to branches, the profits to go to the Fund.

"Allowances"

Weekly allowances involving a sum of £5,158 10s. in 387 cases were approved by the Committee.

ANCILLARIES

PROGRESS reports were submitted by Mr. R. W. COPPOCK on behalf of the Approved Society Committee of Management and by Mr. S. LORD on behalf of the Board of Management of Logomia.



HOME GARDENING

By WALTER P. WRIGHT

PLANT propagation will be on the minds of many amateur gardeners during the present month, and if they proceed forthwith from reflection to action, a vast fund of interest will be enjoyed, while the garden will ultimately be the better furnished.

What kinds can be increased to advantage? Among what are commonly classed as "bedding plants" there are Ageratums, Antirrhinums, Alyssums, Calceolarias, Gazanias, Zonal Geraniums, Heliotropes, Lobelias, Petunias, and Verbenas—all valuable subjects. Among border flowers, Carnations, Pentstemons, and Pinks (Dianthus in many species and varieties) are a few of the most important.

Alpine and rock plants include Alyssums, Aubrietias, Arabises, Campanulas, Dianthus (Pinks), Helianthemums (Sun Roses), Iberises (perennial Candytufts), Linums, Linarias, Saxifrages, Sedums and Veronicas. And there are shrubs of many kinds, beginning of course with Roses, but not overlooking Berberises, Buddleias, Cistuses (Rock Roses), Ceanothuses, Clematisses, Escallonias, Forsythias, outdoor Fuchias, Jasmines, Lavender, Lilacs, Mock Oranges (Philadelphus) and Rosemary.

The budding of Roses, the layering of Carnations and the increase of ordinary and hybrid Pinks by stripping off young shoots ("pipings") were mentioned last month; there is still just time to act with them.

Hints on Taking Cuttings

Space will not allow of all the above, with others too numerous to mention, being treated individually, and perhaps the best course will be to deal first with the types of growth most suitable for cuttings, adding notes as to soil and other matters.

Gardeners speak of "soft" and "half-ripe" cuttings, also of "joints" ("nodes") and "heels." We cannot, therefore, treat all plants alike.

It is the young tips or tender side shoots of plants, almost equally yielding, under pressure, from top to bottom, which compose the "soft" class. There is probably a greater percentage of failures with them than with any of the other sections, largely because they are inserted too deeply and too loosely, and if excess of depth is accompanied by over-pressure in the handling, which means that the tiny sap vessels are injured, the case is hopeless. Squeezing the base of a soft cutting is particularly bad, and there are probably more failures from this than from any other cause. It is a safe rule, and one to which there are few exceptions, to slice off the soft cutting just below the "joint" or "node" of a stem, the reason being that the plant has accumulated food there.

It is not necessary to embed three parts of a 3-inch or 4-inch soft cutting in the soil, still less to squeeze the compost hard

against the base as is commonly supposed. True there should be no air-space round the base, for that is another common failure, but firmness without hardness is practicable and is the secret of a successful gardener's "green tip." The amateur with the "red tip" would do well to use a small penknife, length of thin pointed stick with which to make the holes, and settle the soil lightly round the base of the cutting to a depth of two inches for the stem (if suffices in skilful hands) is ample. Should remember, too, that the number of leaves left on a cutting greater the likelihood of its flagging; this reason a short cutting is generally better than a long one.

For the compost—another important item—the amateur should aim at getting above everything, a dense mixture generally fatal. Thus, a much proportion of sand should be used in the potting of rooted plants. Equal of sand and loam, with a fourth of mould (or peat if preferred), generally prove satisfactory. Few amateur propagators use half enough sand.

Where large numbers of cuttings being dealt with, shallow boxes are suitable but there is no better receptacle for a batch of cuttings than a soaked earthenware "pan," which is 4 inches deep and contains up to 12 drainage holes at the bottom, these covered with large crocks surfaced with well-pressed flaky leafmould. The cuttings should be inserted round the edge, clear of each other, and pure sand sprinkled round them, the compost being moist but not sodden.

Warm, still air favours the rooting of most soft cuttings, dry and turbulent winds retards it. Because of its excessive splendour, the Zonal Geranium (and other plants less important) is an exception. Keep a batch of Zonals "close" from the first and it will probably decay. Most gardeners go so far as to leave the cuttings in the sun for a few hours before insertion in order to reduce their sap.

A frame (or set of cloches) provides a suitable home for batches of soft cuttings they are shaded from hot sun. When shallow boxes or pans covered with squares of glass are used for cuttings it is a plan to remove the squares early in the morning, wipe the under-side dry, and replace, adding paper as required to keep off the sun. This means keeping the cuttings close, but that is all to the good the first three weeks or so, because prior rooting, flagging must be avoided at costs.

Although the majority of bedding plants do best from soft-wood cuttings, shrubs generally are most likely to succeed with half-ripe shoots, that is, shoots fairly firm from top to bottom, and particularly if at the base, are used.

Official Secret

As you probably know, I have, for many years now, been giving Public Officials special terms which are not extended to the ordinary public (only 6d. in the pound charged and the convenience of 6 months to pay). I want you to do a little favour for me—it's merely a matter of diplomacy so it should be right up your street—*keep my special terms under your hat*. I'll tell you why. On the prices I charge the public now, I can't afford to run the risk of bad debts—I should have to raise my prices to cover that risk if I offered credit to everybody. With Public Officials, who are people in assured positions, it's a different matter, and I gladly offer you special terms. But I do not want my ordinary public antagonised by getting to hear about them. You do understand, don't you?



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PUBLIC RELATIONS IN ACTION

The Latest Idea in Municipal Courtesy

Devonshire Street, London, W., the home of many doctors, has to be repaved this summer. So the Marylebone borough council wrote to the residents and suggested that they should take their holidays during that period. Mr. James Gair, Borough Engineer, stated that it is a common practice to inform shopkeepers in advance when shopping streets are to be repaved, but that this is the first time it has been tried out on a residential street. If it meets with success it will become a general practice.

"COURTEOUS COVENTRY"

Tributes from Local Papers

Coventry has received several bouquets in the Press, of late, for the helpfulness and good manners of its inhabitants. A correspondent in the "Midland Daily Telegraph" imputes the town's rapid progress to this general atmosphere of friendliness.

"The officials I met at the Council House could not have been more obliging. They did all they could to make matters easy for a newcomer like myself. . . Here's wishing Coventry the success its Corporation and members of public bodies have so richly earned for it."

The Corporation has also commenced the production of interesting and colourful handbooks dealing with its services. One local newspaper remarks: "It is difficult to over-estimate the value of such work as this. We can't know too much about the civic services."

GLASGOW EXHIBITION

Those members proposing to visit the Empire Exhibition will find the guide issued by the Municipal Information Bureau, St. Enoch Square, Glasgow, of great help in finding accommodation. It contains an excellent list of reasonable hotels, boarding-houses, and apartments.

N.A.L.G.O. BRANCH MAGAZINES

The following magazines should be added to the list given in the July number :—

BRANCH	TITLE	EDITOR
Bedford County	THE BULLETIN	The Editor, 24, Westfield Road, Bedford.
*Brighton	BRIGHTON MUNICIPAL OFFICER	The Editor, Room 84, Royal York Buildings, Brighton.
Devon C.C.	AT YOUR SERVICE	The Editor, The Castle, Exeter.
Guildford and Hambledon	THE GUILDER	"The Guilders," Municipal Offices, Guildford.
Hammersmith	THE ECHO	W. H. Burnett, Town Hall, London, W.6.
Newark	N.A.L.G.O. BULLETIN	J. G. White, Town Hall, Newark, Notts.
*Norfolk County	NORFOLK N.A.L.G.O. NEWS-LETTER	J. B. Rix, 43, School Lane, Sprowston, Norwich.

The editors of magazines marked with an asterisk have agreed to allow all material in their publications to be reprinted in other magazines without fee or prior consent, provided acknowledgment of the source is made.

Please note that the editor of "The Journal," Salford, is Mr. J. H. Neil and not McNeil, as incorrectly stated in the July number.

LOCAL GOVERNMENT SERVICE

THE GROUP THEATRE Reduced Membership Terms

Members of N.A.L.G.O. may be interested to know that they are eligible for membership of the Group Theatre on the same reduced terms as Trade Unionists. Membership is 7s. 6d. a year, which entitles the member to a free 5s. seat at each production and one guest ticket at the reduced price of 3s.; also free admission to Group Theatre lectures and exhibitions. The aim of the Theatre is to present plays through the constant collaboration of a group of writers, actors, artists, and musicians.

Members desiring further particulars should write to Miss Doris Thellusson, Group Theatre Room, 9, Great Newport Street, London, W.C.2.

ANOTHER NEW BRANCH

The officers of the Bedworth Urban District Council held a meeting on June 21, which was attended by the Divisional Secretary, and it was decided to form a Branch from July 1.

Their first function—a Social Evening and Dance—took place on July 6, and was a very successful and enjoyable event.

NALGO BUILDING SOCIETY FREE ADVERTISING SCHEME

TIMPERLEY (Ches.)—Modern semi-det. freehold. 3 bed., 2 recep., sep. W.C., kitchen, scullery, garage, 1 min. station, £525 or near offer.—14, Kensington Grove, Timperley.

POOLE (Dorset)—Modern (1935) det. freehold. 3 bed., 2 recep., (lounge 24 ft. x 13 ft. 6 in.), tiled bath and kitchen, cloakroom and sun lounge, garage, mature garden (125 ft. x 50 ft.), elec. light, gas cooking, bedrm. heating, water softener, and gas or anthracite water heating. Sound construction, main drainage, £1150 for quick sale—Farmer, Branksea Ave., Hamworthy, Poole, Dorset.

DEGANWY (Llandudno)—Mod. semi-det. freehold. 3 bed., 2 recep., large hall, kitchenette, bath, sep. W.C., garage, large garden, beautiful situation, £850 or near offer.—Caeleigh, Overlea Ave., Deganyw, Llandudno.

WEMBLEY (Middx.)—Leasehold residence, 3 bed., 2 recep., bath and separate W.C., redecorated inside and out. Plot 80 ft. x 21 ft., no road charges, ground rent £6 p.a., £550—56, Fernbank Avenue, Sudbury Hill, Wembley.

BLACKBURN (Lancs.)—Well-built freehold residence, 3 bed., 2 recep., kitchen, scullery, outside W.C. and washhouse, bath and W.C., electric light and power, cheap garage near.—40, Granville Road, Blackburn.

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on request (mentioning exam.) to the Director of Studies, Dept. RH7, Wolsey Hall, Oxford.

Violent pains from ACID STOMACH

For 18 months this man was a martyr to acid stomach—suffered such violent pains his poor stomach seemed distorted and lost weight rapidly. He says :—

"For the past 18 months I have been a martyr to acid stomach. My stomach seemed distorted. When I ate I suffered violent pain, and I was losing weight. As a resource, I decided to give your Maclean Brand Stomach Powder a trial. I am now to keep it always handy, as it has convinced me neutralises excess acid, gained 9 lb. in weight since taking powder."—Mr. C. S.

If you suffer from acid stomach, go to a chemist and get a bottle of Maclean Brand Stomach Powder. You can safely leave the cure of your trouble to this famous powder which is prescribed by specialists and used in hospitals every day of the week.

Be sure to ask for MACLEAN BRAND Stomach Powder, which is only genuine if the signature "ALEX. C. MACLEAN" appears on the bottle and carton. It is not sold loose, but in 1/3, 2/- and 5/- bottles in cartons of powder or tablets; also pocket tins of Tablets, 9/-.

LOCAL GOVERNMENT ADMINISTRATION EXAMINATION

are held in June and December. For Syllabus and application forms, apply to The Secretary, Corporation of Certified Secretaries, 30 Fitzroy Square, London, W.1

WOMEN—AND PREVENTION OF WAR A Challenge to Thinking People

Three Guineas, by VIRGINIA WOOLF (the Hogarth Press, 7s. 6d.)

EW begging letters can arouse anything but distress in the bosom of the recipient, but these three fired a train of thought that has resulted in brilliant and original book. The first from the treasurer of a society who held the author's opinion as to how to prevent war and for a subscription to his society for the preservation of peace and civil and intellectual liberty; the second from the treasurer of a woman's college; the third from the treasurer of a society obtaining employment for women in professions. The basis and inter-relationship of these appeals are carefully and fully analysed in the pages that follow. Mrs. Woolf is especially interested in education and stresses the fact that for generations money has been lavished on the education of men—to the detriment of their mothers, whose wealth, liberty and opportunity have been small indeed. Since the war, women's sphere of influence has increased owing to her entry into various professions, but it is still so slight, so overshadowed in this man-made world that she is uncertain of its use. The author paints a vivid and impressive picture of the pageantry of men, of their associations, uniforms, and traditions. But how much, she asks, have they done to deserve liberty and culture?

While women have gained the right to vote they are far from winning the fight for real equality. Twenty years after the extension of the franchise "to earn £250 a year is quite an achievement even for a highly-qualified woman with years of experience." She compares, too, the apparent value of men's service to the State with the unpaid work of women in the home.

Other books reviewed
on page 266

Her ideas on the prevention of war are both practical and original. They should be read by everyone who has the cause of peace at heart.

This engrossing book, so full of disconcerting and disturbing facts, throws down a challenge to all thinking men and women—to men to reflect upon the achievements of their sex in the past, to women to show what they can do in the future. Mrs. Woolf's books are always characterised by a fine, smooth flow of prose and that sense of delicate irony peculiarly her own, but to these she has added crystal-clear clarity of mind, wit, eloquence, and logic.

SYMBOLIC DESIGNS

Results of Competition

In response to the request for a symbolic design incorporating the Association's crest, over fifty designs were submitted, and it was decided to award the prizes as follows:—

1st prize £10 10s.

Miss Doris Wenban
of 47, Upland Road,
Sutton, Surrey.

2nd prize £5 5s.

R. H. Hawthorn of
the Municipal Art
School, Ford Street,
Coventry.

3rd prize £3 3s.

Herbert Partington of
8, Frankford Square,
Smithills, Bolton.

"LUNACY LAW"

by C. S. BRUMPTON, Master, Public Assistance Institution, Cannock (1s. 1d. post free).

In the short space of sixteen pages, Mr. Brumpton has attempted, successfully, to give a summary of the provisions of the Lunacy Act, 1890, relating to the detention in Institutions of persons of unsound mind and to the supervision of cases which are permanently detained in Institutions. He prefaces his summary with a short history of the provision of Institutional Treatment for the mentally unsound, and in the summary makes apt and useful reference to the Public Assistance Order, 1930, the Mental Treatment Act, 1930, and the Board of Control's Regulations of January, 1925.

HELP SWELL THE SALES OF "BEANO 1938"

by selling copies to your friends, parents, relatives and people outside the Local Government Service. Don't forget that you may win a free holiday in 1939, in Switzerland, France, or at a Nalگو Holiday Centre. There's no time to lose—for the selling competition closes on August 31. You may obtain copies from the address given below. SEE THAT YOUR BRANCH MAKES NO RETURNS.

N.A.L.G.O. 24, Abingdon Street, Westminster, S.W.1

HERE AND THERE

Congratulations to—

Mr. W. J. Hunt, West Sussex C.C. branch, winner of many competitions, has been awarded the Haldane medal and prize of £10 in the 1938 competition conducted by the Institute of Public Administration. He chose as his subject "Democratic Control in English Public Administration."

Mr. T. S. Fenwick, Tynemouth, for securing the certificate of a C.A.G.S. (Special) Instructor in Air Raid Precautions, the highest award which can be secured by examination at a civilian anti-gas school.

Messrs. E. L. Bunce, J. A. Chatterton, R. Clerehugh, and A. E. Oswin, of Oxford, for passing the D.P.A. examination of Oxford University.

Mr. W. H. Tyrer, C.B.E., LL.B., Town Clerk of Wigan, who has received the honorary degree of LL.M. (Master of Laws) of Liverpool University.

Newark branch, on celebrating its Silver Jubilee with a handsome booklet, "Silver Jubilee Bulletin."

The following successful candidates in the examination of the Institute of Housing, held in May last:

Final: H. Walsh, Pendlebury.

Intermediate:

B. C. F. Baker, Ipswich.

L. R. Knight, Ipswich.

S. A. W. Cook, Wembley.

E. P. Davies, Hanworth.

C. A. Jackman, Palmer's Green.

Personalia

Mr. H. A. Sneezum, deputy borough engineer and surveyor, Halifax, a chairman of the local branch, has been appointed borough engineer and surveyor to Brighouse Corporation. At a recent supper-party held by the Halifax branch, he was presented with an inscribed silver salver as a token of appreciation of his invaluable work for the branch. A presentation was also made to his wife for "allowing him time off" for N.A.L.G.O. work.

A bookcase was presented to Mr. J. D. Owen, Senior Sanitary Inspector, Ogmound and Garw, on his retirement after 29 years.

Mr. D. Ellison, borough surveyor, West Bromwich, retired on July 4, after serving the Corporation for 33 years.



Mr. D. Ellison



Mr. H. A. Sneezum

Mr. S. H. Crane, solicitor, has succeeded Mr. W. G. Marshall as Town Clerk of St. Albans. Mr. Marshall's retirement is due to ill-health.

Mr. E. J. Pugh, Coventry Corporation's water engineer, who retired last month, has been succeeded by his son, Mr. N. J. Pugh.

Obituary

We regret to announce the deaths of:

Mr. Owen Thomas, assistant director of education, Cardiganshire, a member of the local N.A.L.G.O. executive.

Mr. C. J. Gibbons, late Mace Bearer and Town Hall keeper, Walthamstow.

Mr. G. N. Watson, chairman of the Durham County Water Board branch.

Mr. A. Chadband, hon. treasurer of Warwickshire C.C. branch and a member of the West Midland district committee.

Sir Hubert Humphreys, C.B.E., past city engineer and surveyor of Birmingham.



Mr. Owen Thomas

Sporting Functions

Officers Trounce Councillors

A municipal cricket match between Paddington Councillors and staff aid of the Paddington Tuberculosis Dispensary resulted in a win for the officers of 177 for eight wickets, declared, at 57. J. G. Giles and R. I. Fisher, not out, contributed a large proportion of the officers' score. The match is an annual event and the "Sir Harry Kenyon" Challenge Cup was presented to the winning team.

Walsall's Good Record

Walsall N.A.L.G.O. Football Club completed a most successful 1932-33 season winning the 2nd Division of the Sevens League of the Birmingham Amateur Association, one of the strongest amateur competitions in the district.

They played 22, won 17, lost 3, drew 2, and scored 99 goals, against 42. S. Patterson and R. R. Warrender, members of the borough treasurer's staff, each played in the Association Junior. The club has, since 1933, risen from Division V to Division I.

Another Win for the Officers

The annual bowls match between teams representing the Glamorgan county council and the staff took place at Griffith Park, Porthcawl, resulting in a win for the staff by 23 shots.

The teams were entertained by Mr. T. Garfield Jones, vice-president of the Welsh Bowling Association.

Edinburgh and Glasgow Draw

The annual inter-city bowls match between the Edinburgh and Glasgow branches was played on the White Grange Green, Edinburgh.

A keenly contested game drew.

Edinburgh

G. S. Shankland	22	T. Drummond
D. Edmonston	20	J. Anderson
D. Gibson	20	R. Hunter

Glasgow

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VICTORIOUS DURHAM COUNTY TEAMS



Durham County branch football and billiards teams, winners of the North Eastern District football cup, and North Eastern District billiards bowl for the second year in succession.

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DETACH HERE

Please send me a copy of the Guide to Civil Service Examinations. I am a member of N.A.L.G.O. and am interested in the Examination.

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July Competition Result

POLITER TREASURERS

THE entries for the new and politer form of rate demand note included everything from an appeal to the ratepayer's civic pride to a general sweep-stake, in which "free general rates, water rates, use of hose and dustbin" were offered as inducements. The entries were by no means lacking in humour and originality, but few of them could have been actually utilised for the purpose for which they were intended.

One hypothetical clerk to the council F. H. Bryan, Clapton-in-Gordano, offered his sympathy in the following terms:

"I know how it is, brother. Ain't I gotta house myself? So sign along the dotted line with a grin and think of all the guys with bigger houses than you."

Another, J. Riches, Croydon, threatened the dire results which await the defaulter.

"How would you like to starve to death (Suburbania's Public Assistance is 1s. 4d.) as did Darcy—what's-his-name, long, long ago; be picked up in the nick of time and bled by a quack

The first prize of £1 1s. and the second prize of 10s. 6d. were awarded to Mr. Arthur R. Rodwell, Town Hall, Hayes, Middlesex, and Mr. W. A. Sampson, 84, Sandringham Avenue, Leicester, respectively, whose entries were dignified, courteous and explanatory.

FIRST PRIZE

I have much pleasure in submitting for your perusal the following statistics, shewing the apportionment of the GENERAL RATE for the Financial Year ending March 31, 1939.

	Amount of rate in £	s.	d.
(1) Services administered by the Little-Muddleton U.D.C.	6	3
(2) Services administered by Precepting authorities, over which the Council have no control	8	11
(3) LESS Exchequer Grants under the Local Government Act, 1929	15	2
Rate in the £ payable by Ratepayers	13	0	

You will observe that approximately three-fifths of the income is claimed by the Precepting Authorities, while the remainder is administered solely by the staff of this Council, to the best possible advantage of the Ratepayers.

The first instalment of the GENERAL RATE at Six Shillings and Sixpence in the Pound, commences and is payable now. The Rateable Value of your property being £..... It is calculated that the amount of your contribution towards the maintenance of the above services is £..... which I shall be glad to receive at your early convenience.

If there is any further information you require, my staff is always at your service.

SECOND PRIZE

To meet the estimated expenses for the year ending March 31, 1939, your Council find it necessary to levy a Rate of shillings (details below) in the £ on the rateable value of the property within the City boundary.

Your contribution, therefore, in respect of the half year ending September 30, 1938, is calculated to be as follows:

Assessment No.	Description and Situation of Property.	Rateable Value	£	s.	d.

The Discount if paid by — amounts to The following facts relative to your City on January 1, 1938, are submitted for your information:

Education: (Elementary) scholars.....
" (Higher) scholars

Highways and Streets: Miles maintained.....

Housing: Total number erected by your Council

Erected during the year ended 31.12.37

Police: Strength of Force

Public Assistance: Receiving assistance.....

Fire Brigade: Calls during year ended 31.12.37

Hospitals, etc.: Patients treated during year ended 31.12.37

Copies of the abstract of accounts for previous years are available at the Town Hall and Public Libraries for your inspection.

The Information Bureau at the Town Hall will supply you with any information regarding any of the services.

AUGUST COMPETITION

Members of the National Executive Council have been invited, before their next meeting, to consider motions for next year's Conference designed to provoke debates on topics of national rather than domestic moment—debates calculated to secure prominence in the Press, to draw public attention to local government problems, and to enhance the prestige of N.A.L.G.O.

To give our readers an opportunity of airing their views on the problems they would like to see discussed, we offer a first prize of £1 1s. and a second prize of 10s. 6d. for what, in our opinion, are the best motions likely to achieve this object.

Entries, not exceeding 100 words, must reach the Editor, Local Government Service, 24, Abingdon Street, London, S.W.1, by first post on August 19

(Suburbania's Public Health costs 1s. 5d.) who'd got an unschooled son (Suburbania's Education is 2s. 11d.) who burnt your house down (Suburbania's Fire Brigade costs 2d.) which drove you into an asylum (Suburbania's Mental Hospital costs 3d.), but the cobbled roads outside were so noisy (Suburbania's Highways cost 1s. 2d.) that you quickly died (Suburbania's Crematorium costs 2d.) and so got a pauper's grave?"

Yet another issued invitations to the ceremony of paying the rates "with fun and games."

Many of the requests were apologetic in tone and expressed regret that the ratepayer should be troubled for a mere £20 or so. One kind gentleman suggested that should the rates impose a strain on slender resources, the Borough Treasurer would be pleased to receive the amount in instalments over a period of some years.

N.A.L.G.O.'s FUTURE POLICY

Programme's Fundamental Issues

Extracts are given below from an essay on future policy, submitted by Ivy A. Buckwell of the Education Department, in the branch competition.

"The changing structure of local government, with its consequent potential must inevitably create a little uncertainty for all who derive a livelihood from the administration of local N.A.L.G.O.'s fundamental aim must therefore be to persist in being recognised as a stable and established—a power that endure through all vicissitudes.

"The attitude of the general public towards the local government of vital consequence to him. He may first to laugh at the many jocular aspersions cast upon him and accept them with a smile, just as the Scotsman accepts birthright jokes against himself. However, these aspersions are not in jest, but are actually harmful, and unwarranted, then N.A.L.G.O.'s department must play its part.

"Frequently unfair criticism and paraging remarks may be traced to ignorance and misunderstanding, and there is a need for a stronger weapon for or a



A.R.P. INSTRUCTION—is being given to the staff of the Surrey County Council. Here several members are seen fitting their respirators before going into a gas van.

advancement than public opinion inevitable product of propaganda. N.A.L.G.O. use its influence through various mediums—the national press—films—exhibitions—to seek recognition for the work of the local government officer, to refute false statements, to destroy misconceptions. With subtle guidance, the public will learn to know value its own servants and cease to regard them as mere burdens on its pocket.

A SUCCESSFUL CANTEN

Stoke Newington Staff's Effort.

Since April 1, 1938, a canteen has been in operation in the staff recreation room where members of the staff can obtain a two or three-course lunch at one shilling and an afternoon cup of tea and biscuits for 1d.

Up to the present, the canteen is being run successfully on a self-supporting basis and the venture is proving beneficial to the members of the staff.